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comely wench spreads wheat on a farm Tragarva, Sask. Agricultural output is alt with in the fifth annual review of c Economic Council of Canada. ee p. 682.

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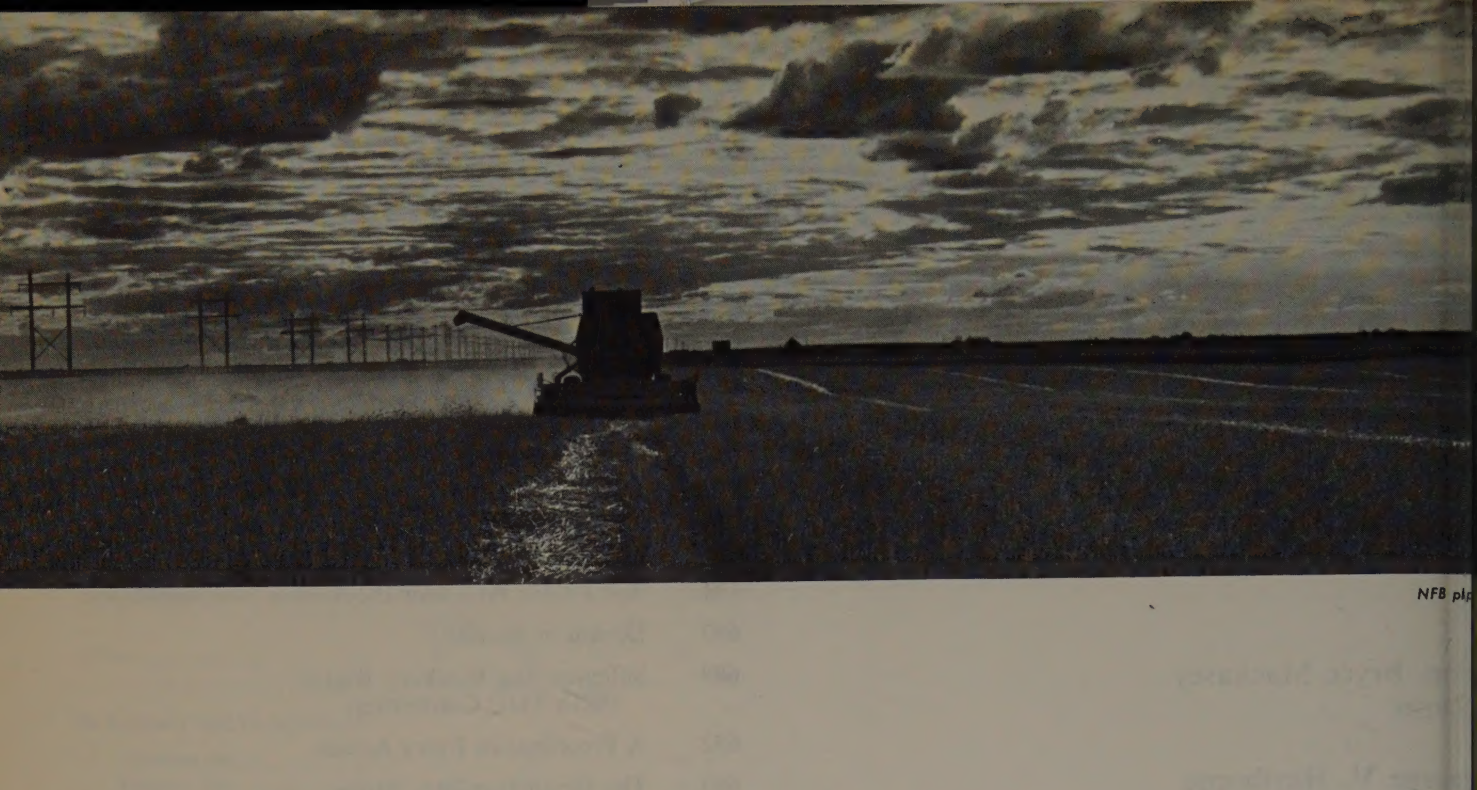

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The Challenge Of Growth and Change

The fifth annual review of the Economic Council of Canada dealt with the country's rate of growth, poverty, regional disparity, a science policy, and agricultural outputs.

IMMEDIATE action to deal with rapidly changing conditions in the Canadian economy is needed to ensure that the country will achieve its economic goals, the Economic Council of Canada told the nation in September.

In its fifth annual review, *The Challenge of Growth and Change*, which was tabled in the House of Commons shortly after the fall opening of Parliament, the ECC points out that future needs and rapidly changing conditions must be brought to bear on today's decisions. Policy decisions today may not have their main impact felt for several years. Therefore, the ECC advises, to achieve our medium- and longer-term economic goals, the need is for appropriate action now, rather than in the future.

On the subject of poverty in Canada, the Council suggests that there are many highly useful actions that can be undertaken without waiting for the completion of time-consuming programs of data collection and research. It recommends that an attack on poverty be built up in stages, starting with short-run objectives, until more knowledge and information is available.

The overriding need to overcome regional disparities is to take into account the fuller utilization of available resources in lagging regions in the formulation and adaptation of federal policies, the review says "The unavoidable impression that emerges from our review of federal economic policies is th they have exerted a pervasive but inconsistent impact upon t various regional economies."

The Council warns that, by the end of 1967, it has becon clear that the economy had fallen short of its goals in a numb of significant and troublesome ways. As outlined in its previc annual reviews, the basic economic and social goals explor by the Council include full employment, a high rate of econor growth, reasonable stability of prices, a viable balance payments, and a sharing in the rising living standards associat with economic growth.

In contrast to the previous six years, the expansion of e ployment opportunities since early in 1966 has not been rap enough to fully absorb the large increase in the labour for Rather, there has been a gradual rise in the level of unempld ment.

Real GNP advanced at an annual average rate of 6 per ce between 1961 and 1966. The increase in 1967 was roughly 2. per cent, about half the increase in potential output estimat by the Council. The increase in real per capita output in 19 was only about 1 per cent, well below potential.

During the past two years, productivity, or output per pers employed, did not keep pace with the average annual increa of slightly more than 2-per cent a year that would be requir to achieve potential output in Canada by 1970. Before the e of 1967, however, stronger and more widespread productiv gains were reappearing.

The Council finds the persistent problem of high rates increase in prices and costs unacceptable. Consumer prices 1966 and 1967 increased across a broader front than at a time in the past 15 years. The consumer price index went up per cent in both years. Such increases are inconsistent with t formulation of the goal of price stability, the Council caution

Costs have also risen substantially in the past two yea Wage increases negotiated under collective agreements have,

verage, ranged between 8 and 10 per cent a year in the last vo years—the highest increases in well over a decade.

In Canadian manufacturing, the significant rise in wage rates 1967 was accompanied by a very small increase of less than per cent in output per person employed, the review reports. he result was a sharp increase in labour cost per unit of utput, and a consequent decline in the profit per unit of utput.

The pressure for housing expansion was greatly intensified y the failure to achieve adequate growth since 1964. Housing onstruction increased sharply during the past year. But rther expansion is required, the ECC emphasizes, to ease isting shortages and construct the housing necessary to meet e needs of the next few years.

In summary, the Council prescribes that Canada, over the edium-term future, needs a rate of growth somewhat slower an in 1961-66 but higher than in the last year or two.

Federal Regional Programs

BETTER regional balance should be sought in economic olicies, the ECC suggests in its review. The Council proposes vo means by which better balance can be achieved. The first to accelerate the growth of productivity in the lagging re- ions. The second is to assure the fullest and most efficient use f each region's human and material resources.

Federal programs to overcome regional disparity fail to eveal any comprehensive design for coping with underlying roblems of regional imbalance, the review states. In all regions xcept the Atlantic provinces, the largest proportion of federal evelopment expenditures was devoted to manpower programs. n the Atlantic provinces, the lowest-income region, most of ie federal spending was in transportation and other programs, ie Council discovered. "But it is not apparent that the tlantic transportation expenditures have been part of any o-ordinated and conscious design for the acceleration of the egion's economic growth."

The ECC proposes a number of guidelines for regional evelopment. These include:

- improving the use of manpower resources;
- raising the level of productivity in each region;
- assuring the adequate expansion of growth-related public ervices; and
- stimulating innovation, the application of new technology, nd the development of new viable lines of economic activity.

The Council has recommended that all federal area develop- ient programs affecting the four Atlantic provinces should be o-ordinated within one planning and administrative agency. n addition, it claims that two other steps are required:

- effective central review and appraisal to assure co-ordina- on in programs among all federal departments and agencies; nd
- adequate machinery for joint federal-provincial planning nd administration within the area.

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The association between low income and lack of education beyond the elementary level is particularly strong.

Statistical Tables

To meet requests for such further information, the Economic Council of Canada has compiled 20 statistical tables relating to the problem of poverty.

Based on 1961 Census data, the tables estimate the extent of poverty among families and individuals according to such characteristics as age, occupation, education and location. The statistics further illustrate the point made in the Review itself—that a careful distinction must be made between the incidence of poverty in specific groups or areas and the numbers in these groups or areas.

Although these supplementary tables are intended primarily to assist those in research in this field, they are also available to others on request. Those wishing a set of the tables should write to: Don Hanright, Economic Council of Canada, P.O. Box 527, Station B, Ottawa.

The Poor Lack Spokesmen

THE ECC's report describes poverty in Canada as "a disgrace." And it points out that there is more of it than most people imagine.

"One reason for poverty's partial invisibility is that the poor tend to be collectively inarticulate. Many of them lack the education and the organization to make themselves heard."

The Council suggests that most of the people living in the poverty zone are not in the trade union movement, and they have few spokesmen to represent them or give voice to their needs.

If low-income families and individuals are defined as those using 70 per cent or more of their incomes for food, clothing and shelter, they would include single persons with incomes below $1,500, families of two with less than $2,500, and families of three, four and five or more with incomes of less than $3,000, $3,500 and $4,000.

In 1961, about 27 per cent of the Canadian non-farm population was living below such income levels, the ECC estimates. This includes 916,000 non-farm families and 416,000 individuals outside families. This brings the total to about 4.2 million people, including 1.7 million children under 16. An additional 550,000 people from farm families would raise the low-income percentage to 29 per cent of the total Canadian population of that year.

The low-income percentage would rise to 41 per cent of the population, according to a second estimate, which assumes that expenditures of 60 per cent of income or more (instead of 70 per cent or more) for food, clothing and shelter indicates poverty levels. This brings the cutoff point up to $2,000 for a single person, $3,500 for a family of two, $4,000 for families of three and four, and $5,000 for families of five or more.

On the basis of the first estimate, the Council revealed that the incidence of poverty is most likely when:

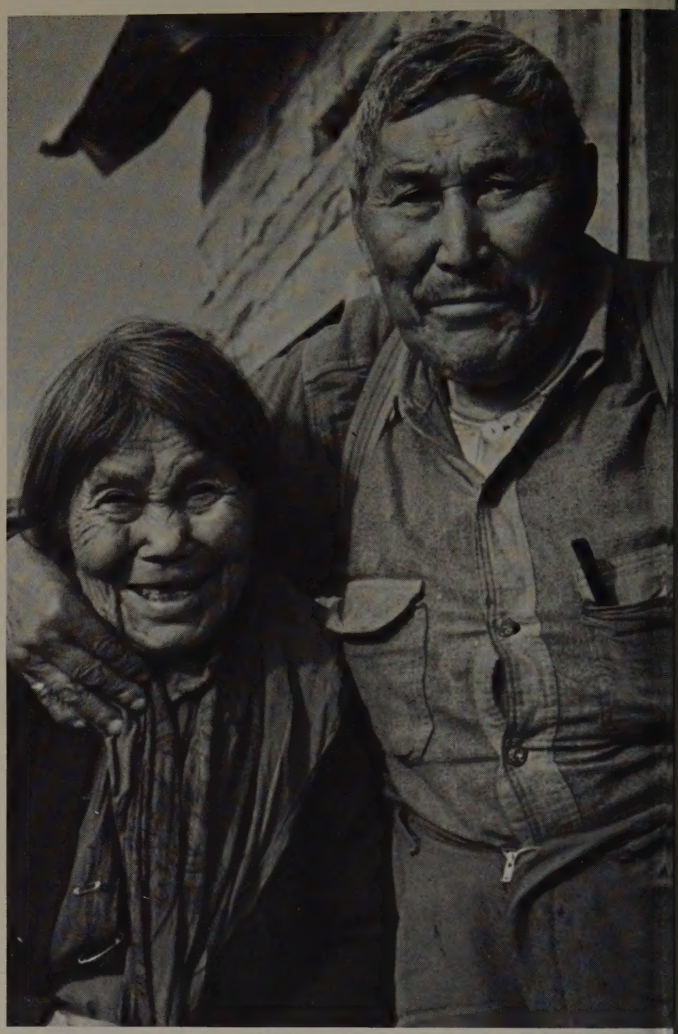
- the family head has no formal education beyond elementary school;
- the family lives in a rural area;
- the family lives in the Atlantic provinces;
- the family head is not in the labour force;
- no member of the family worked during the year;
- the head of the family is 65 or over; or
- the head of the family is a woman.

Yet, the Council finds, of all the low-income, non-farm families in 1961 in Canada:

- 62 per cent were in urban areas;
- 83 per cent were outside the Atlantic provinces;
- 53 per cent were in Ontario and the Western Provinces;
- 68 per cent of family heads were in the labour force for at least part of the year;
- 76 per cent had one or more earners in the family;
- 77 per cent of family heads were under 65; and
- 87 per cent of families were headed by men.

Thus, the Council warns, a set of anti-poverty policies designed to combat poverty in geographical areas of greatest incidence will almost certainly fail. The reason the ECC gives for predicting the failure is that such policies would neglect families that had an insufficiency of income rather than a complete lack of income. They would tend to miss the many pockets of poverty in relatively high-income regions.

"Poverty is not quite the same thing as low income," the review explains. "A statistician would say that there is a very strong association between the two, to the extent that one can often be used as a rough-and-ready substitute for the other. They are not, however, identical. For example, the low-income population of Canada includes a small proportion of people, such as the university student who gets by on $1,500 a yea but does not feel himself irrevocably poverty-stricken—firs because he has a family to fall back on if necessary, and secon because much better income prospects lie a short distan ahead of him.



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No discussion of poverty in Canada can avoid makin special reference to the Indian, Eskimo and Métis membe of our society.

"Much more serious and more widespread is the kind low-income situation that carries with it a sense of entrapme and hopelessness. Even the best statistics can only hint at th They cannot capture the sour atmosphere of poor health an bad housing—the accumulated defeat, alienation and despa that often so tragically are inherited by the next and succeedi generations."

The ECC calls for the attack on poverty to be designated a major national goal, and to be well prepared and conceiv on a comprehensive scale. "It should be presented to the publ with a strong sense of commitment, but also realistically False hopes of easy, short-run triumphs should be avoided, should that brand of sentimentality that is satisfied to ma gestures in the general direction of the poor, without inquirin closely into what such gestures actually accomplish."

NFB photo

egional imbalance persists, the ECC finds, and emasizes the need to find "an equitable distribution of sing incomes" and to make full use of available resources each region.

New Problems

NEW information added to the stock of scientific and chnological knowledge has helped raise living standards, the ouncil reports. But it is has also created new problems, for e growth of industry has outpaced political and social djustments to life in a highly industrialized country.

The review describes the development of a "science policy" Canada and suggests some economic considerations likely be helpful in the future development of science and technology. "Canada should have some areas of scientific and chnological work in which the standard is well above the rdinary," the Council recommends. "Governments should elp create the conditions in which such excellence will likely ppear, recognize it when it does appear, and then back it nancially."

Canada this year will spend abour $1 billion on research and evelopment, the ECC predicts. Comparatively, the United tates will spend about $26 billion, and the U.S. Government ill put up $17 billion of this.

Canada lags far behind the U.S. in university business ducation, the review points out. The Council called for nsiderable strengthening of programs in this field. The ECC mphasizes that steps are required to ensure an adequate supply f scientific and technical manpower in Canada, an area in hich Canada lags behind the U.S. Better manpower informaon in this field is required.

The housing industry is plagued by a multiplicity of building odes and regulations that have contributed to inefficiencies nd lack of standardization, the review states. "Similarly, there ist major institutional barriers to the control of air and ater pollution. Such barriers must be broken down and anadian institutions reshaped to serve more effectively the als of society in a technological age."

Agricultural Output

EMPLOYMENT in Canadian agriculture is only half as large as it was two decades ago, according to the Council's review—and the gaps between agricultural outputs per worker in the United States and Canada are widening.

Over the same period, the volume of farm output has increased by roughly 50 per cent. This has resulted in a tripling of output per worker—labour productivity—in the agricultural sector of the economy, the ECC calculates.

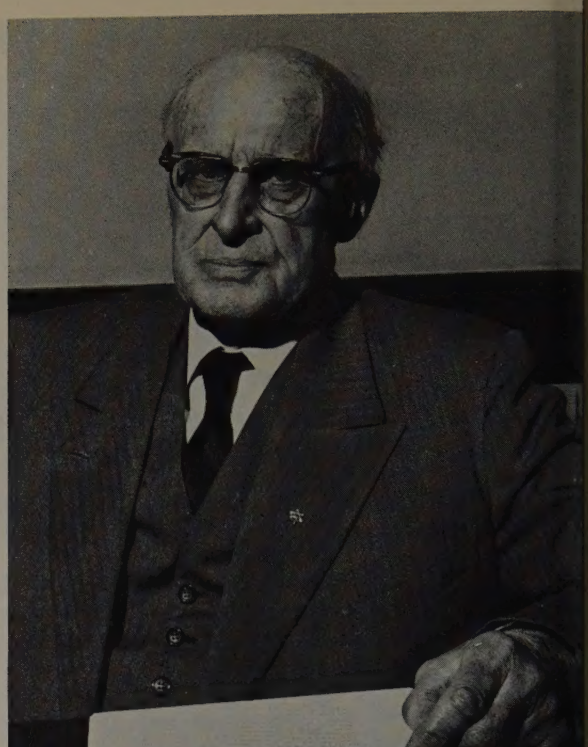
"Canada has achieved a rate of growth of labour productivity in agriculture well above that recorded in other sectors of the economy, and of roughly comparable dimensions to the rate of growth of agricultural labour productivity in the U.S. The substantial disparity between the two countries in the absolute *level* of agricultural labour productivity, however, has widened significantly. Mechanization and yield technology have contributed in nearly equal proportions to growth in the U.S. In contrast, Canada has advanced in the area of mechanization, but has not kept pace in yield technology."

The growth rate of labour productivity in Canadian agriculture is about 6 per cent a year. In terms of net value of production per worker, Canadian farmers produce, on the average, 25 per cent less than U.S. farmers. Two decades ago, the gap in output per worker was around $1,000, the Council notes, whereas today it is more than $3,000.

The review warns that Canadian farmers will have to step up their productivity growth from about 5½ per cent to more than 8 per cent a year in order to catch up to U.S. productivity levels by 1990.

The Council explains the productivity gap in part by pointing out that machinery input per farm worker in the U.S. has been about 30 per cent higher than in Canada. "Probably a much more important part of the productivity gap between the two countries arises, however, from differences in yield technology in both crop and livestock production. Whereas U.S. farmers spent nearly twice as much on yield technology as on mechanization, Canadian farmers spent more on mechanization than on yield technology. This suggests that labour productivity in the U.S. has gained more and reached a higher level as a result of more intensive application of yield technology rather than more rapid advances in mechanization."

Advances in yield technology will not necessarily or automatically solve the problems of Canadian agriculture, the review suggests. The severity of Canada's farm income problems might be worsened by advances in yield technology, unless these go hand in hand with other developments, such as increased mechanization, increased average farm size, expansion of markets, better market organization, and continued emigration from agriculture.



Mr. Justice Ivan C. Rand

Are Twelve Wise Men the Answer?

Labour and management must take a more responsible view of the consequences of strike action on the public and the economy, says Mr. Justice Ivan C. Rand. He has recommended a tribunal and a super chief that would have the final decision on provisions and violations.

THE key issue, and perhaps the most controversial one, in the 263-page report of the Ontario Royal Commission Inquiry into Labour Disputes published on September 5 is the recommendation by Royal Commissioner Mr. Justice Ivan C. Rand that an industrial tribunal be created and empowered to regulate labour-management disputes in the province.

The tribunal in effect would consist of a president and his two deputies, having the status and qualifications of members of the Supreme Court of Ontario, assisted by eight commissioners, all highly qualified specialists in various fields of human and industrial relations.

When requested to do so by the employer or union, the tribunal would have the power to impose arbitration in strikes lasting longer than 90 days, if there was evidence that the party rejecting the award had bargained in bad faith.

At the request of the Government, the tribunal could inquire into all areas of labour-management relations touching on wage matters, hours of work and fringe benefits, and the number of pickets in strikes. On the other hand, the tribunal could modify the restrictions imposed on labour and management by the Rand recommendations.

But higher than the tribunal would be a public officer called the Director of Enforcement, appointed by the Lieutenant-Governor in Council, who would have the final decision on any violation or provision. "His appointment shall be for 15 years; he shall be eligible for reappointment for any period u to the age of 70," Mr. Rand said. "He shall have had a lea ten years practice at the Bar of Ontario and some experienc in labour relations, and his decision to prosecute or absta shall be final." The Director may consult with representativ of management or labour as he considers desirable, but would only be accountable to the Legislature. He could deman and receive all papers and documents from the Labour Rel tions Board or the tribunal to help him make final leg decisions. His salary would be equal to that of a Supren Court Judge.

Mr. Rand believes that labour and management have reach a stage in which they have to consider the consequences strike action on the public and on the country's economy. H contends that there is no justification for strikes in the fiel of public employment. Arbitration has proved reasonab satisfactory in the protection of workers' rights, he believe and should not be condemned because it is mandatory.

A strike in the public service is directed against the publi he said, and public employees must expect to be penalized f this irresponsible behaviour.

"When individuals or groups voluntarily undertake [publi responsibilities, they enter a field of virtual monopoly. T community cannot secure itself against rejection of tho responsibilities by maintaining a standby force which itse

Continued on page 6

Dream or Reality?

Opinions expressed at a one-day conference on the Rand Report in Toronto ranged from cautious approval to outright hostility, but the meeting failed to attract management spokesmen.

It's "utterly wrong in principle and impractical in application," it's too "legalistic," it's "a serious attempt to find a new approach," and "those critical of it are hiding their heads in the sand." What is it? The Rand report. And these are some opinions expressed about it during a one-day conference in Toronto sponsored by the University of Toronto's Centre for Industrial Relations.

Ten lawyers, three union leaders, one businessman and two academics who specialize in industrial relations spent the day discussing the report, but the last speaker chastised the others for talking all day "as if the report were already a piece of legislation." J. C. Adams, general counsel for the Central Ontario Industrial Relations Institute said that Mr. Justice Ivan C. Rand "is trying to stimulate thinking," Mr. Rand wants you to see "that something is amiss in the collective bargaining system."

The over-representation of lawyers at the conference was caused by the refusal of management and one union leader to participate. John Crispo, Director of the Centre, said that he was discouraged by the unwillingness of some on both sides for not wanting to discuss the report. He told the audience of more than 300 that Mr. Rand wanted to provoke discussion so that the best solutions to industrial relations problems could be found.

Noting management's failure to discuss the report, William Mahoney, Canadian Director of the United Steelworkers of America, said that it was a good tactic, "but irresponsible in terms of the public." Mr. Mahoney said that the failure of the Rand report was that it takes free collective bargaining out of the hands of the parties involved and gives it to a tribunal that could have the power to enforce its decisions.

Mr. Rand ignores reality, he said, and thinks that "some powerful union boss" pulls workers out on strike and keeps them on strike. In fact, he said, union leaders spend 90 per cent of their time trying to avoid strikes.

Calling the report Mr. Rand's "dreams from the bench," Mr. Mahoney said that the tribunal with its "mystical powers" may be able to force the parties to bargain in good faith, but he doubted that there were enough men of "all-seeing wisdom" to make up such a tribunal.

Charles Perrault, President and General Manager of Casavant Frères Ltée, of Ste. Hyacinthe, Quebec, said that he too had serious doubts about some parts of the report and "their practical application." Union leaders, he said, aren't all sadistic, cruel, grasping and Machiavellian . . . fortunately these characteristics don't exist among management."

He said that there is no workable alternative to the strike in the private sector, but he agreed with Mr. Rand's recommendations on picketing.

In the public sector, strikes are not a satisfactory way of solving problems, he said. Citing the Montreal transit workers' strike of last year, Mr. Perrault claimed that the unions had done themselves "irreparable harm" and had hardened public opinion against them.

The Rand report would codify case law, said Martin Levinson, a Toronto lawyer. It wants a legislative framework for judicial decisions that have been handed down. Mr. Levinson said that Rand is saying to labour: you accept all of those decisions, let them be put into legislation and we'll give you something relating to the status of strikers.

Speaking about Mr. Rand's arguments on picketing, Mr. Levinson said that unions should have the right to organizational picketing. This was supported by A. Main, Business Manager of the Toronto Building and Construction Trades Council. Mr. Main said that unions can't always rely on regular certification procedures, because some construction companies change their names so that collective agreements are dead, and others make two bids on a job—one if they used union labour and another if they used non-union labour.

The public isn't satisfied with the "ritual of bargaining, conciliation and strike," said S. Dinsdale, Q.C., of Mathews, Dinsdale and Clark, Toronto. He said that the report does not represent a complete departure, but only an evolution from the situation as it stands today. Some trade union leaders "are among the most reactionary in society" and are opposed to change simply because it is change, he said.

Mr. Dinsdale did agree that some recommendations dealing with the tribunal's powers are unrealistic. But he thought that unions should be legal entities so that they could be sued, and that governments should enter the scene when there is violence, damage and violations of the law.

Ian Scott, a lawyer who represents labour, said that most strikes are not a matter of public concern. When told by a member of the audience that the public was fed up with the situation, he said, "that's tough on the public." The public interest isn't involved in every strike, he said, and because the public may be inconvenienced, it doesn't mean that the public has the right to intervene in a dispute through a tribunal.

Mr. Scott said that he realizes some companies may go out of business and some unions may go bankrupt, but he's prepared to pay that price except in situations where the public is directly concerned.

"There's too much selfishness on both sides," said J. C. Adams. He criticized both labour and management for still bargaining as they did 25 years ago, as if one dispute is the only reason they are brought together. The parties involved in a dispute should look to the whole economy, Mr. Adams said, and both sides should re-examine their objectives.

"Is an annual raise a practical objective? Why not monthly or every two years? There must be a way of improving the general welfare instead of piling increase on top of increase." He told the unions to act as if all people were union members and concern themselves with income and price stability.

Mr. Rand is just as impractical today as he was 20 years ago, when the Rand formula was developed (L. G., 1946, p. 123), Mr. Adams said. Most of those ideas were discarded. He observed that, although the Rand report is good in some respects, it pays too much attention to minor matters.

Report Into Labour Disputes

Continued from page 686

would be open to similar freedom of action. Our society is built within a structure of interwoven trust, credit and obligation. Good faith and reliability are essential to its mode of living, and when these obligations are repudiated, confusion may be the harbinger of social disintegration."

Mr. Rand chastised striking teachers, saying that their object was "to coerce concessions from the public through taxation by the deliberate throwing into disorder of an essential public function; denying to our children the training that is vital to the cultural standards of our civilization."

Teachers and all workers had the fundamental right to withdraw from any service if the terms were unacceptable, he said, "but the substance of a strike in any employment is the insistence of retention of membership in it, and at the same time the demand that terms be met."

Mr. Rand firmly believes that teachers should be suitably remunerated, but considers it undemocratic of them to compel the public to submit to their arbitrary demands.

The report recommends that the Government be empowered to designate any industry, business or service as essential and to ban a strike or order a resumption of work. The declaration by order of the Lieutenant-Governor in Council, could be made before or after a strike. If the dispute is not settled by negotiation, it must be referred to the industrial tribunal for arbitration. And the tribunal would have the power to limit the strike ban to a section of the industry or service concerned.

Mr. Rand has attempted to modify the present activities of employers and unions in strike situations. At the heart of the strike issue, he believes, are the status of the strikers, the hiring of replacements, and the action of strikers who take other employment. One of his proposals would restrict the right of employers to hire permanent replacements for strikers, and prohibit their employing non-union workers to take their place. It would, for instance, be deemed illegal for white-collar workers to take the place of striking production workers, unless they were normally associated with production work.

Mr. Rand would permit employers to hire replacements from the ranks of the unemployed, but he would also protect the jobs of the strikers, unless they take other than casual work. He believes that the role of the strike may be frustrated if strikers take other employment, for the strike could then continue beyond reasonable limits of time.

"It is unfair, moreover, for a striker to accept employment to the exclusion of an unemployed person, especially where the latter is, by labour attitude and action, treated as a violator if he seeks the place of a striker."

But he would permit an employer to engage a full-time substitute for a striker who is guilty of misconduct or who takes regular employment. Both employers and unions, however, would be permitted to apply to the tribunal for a modification of these rules.

Mr. Rand proposed protection against dismissal for workers with seven years service, unless there was proof of just cause. Workers with less than seven years service, but more than three years, would have to be given notice of not less than three months. Under three years, but more than a year, the notice would be not less than one month.

Mr. Rand had recommended the virtual elimination of the ex parte injunction. He criticized the use of affidavits, and suggested that, except in an emergency, notice should be given and all evidence presented orally.

The nature of picket misconduct justified its inclusion under the terms of the Judicature Act, Mr. Rand said. For every trespass or civil wrong there is theoretically a corrective legal action; but when trespasses and civil wrongs continue and run together, they become a state of persistent defiance, and legal remedy is wholly inadequate. At this stage, the use of injunction is a necessity.

Mr. Rand pointed out that, in many cases of misconduct the picket line, the use of the injunction was much less jectionable than calling on the police. "It is a notice in c law that certain conduct is unlawful and prohibited, and w effective police action is thought to be preferable is hard understand. That action at once associates strikes with appar criminality; and the economic conditions of organized labo in Canada today exclude any role of martyrdom."

Mr. Rand pointed out that there appears to be a reluctan by police to interfere in what may seem to them to be onl civil dispute between employees and employer.

"In towns and small cities, there may be such close a intimate personal acquaintance between police and inhabita as tends to strengthen that reluctance," he said. "At oth times the police force may be inadequate in numbers. W seems to be required is a clearer understanding of the a forbidden by law, whether Dominion or Provincial, and keener appreciation of police duty, regardless of perso relations or of the nature of disputes which give rise to unlaw conduct."

Mr. Rand has recommended that the Right of Labour A be repealed and that unions be made legal entities. His repo calls for the Labour Relations Board to conduct a mail bal of all employees of a bargaining unit on the question ratifying or rejecting an agreement where membership ra fication is required under the union constitution. Most ratifi tion votes are taken by secret ballot, but usually at a uni meeting where they are confined to those in attendance. A jo summary of the terms of settlement or the terms offered a rejected would accompany the ballot.

Another recommendation would prevent interference Canadian settlements by international unions outside Canad

He suggested also that the tribunal be empowered to take mail ballot on the continuation of a strike after 45 days, if t striking employees issue an application of approval to t effect.

Mr. Rand has proposed a change in the requirements f obtaining a certification vote from employees working remote areas. Union representatives would be given the rig to enter formerly forbidden areas, such as logging and mini camps, to canvass employees during their off-duty hou And for the purposes of obtaining a vote, evidence of uni membership would be reduced from the 45 per cent that no applies, to 30 per cent for employees in remote areas.

Mr. Rand stresses the need for labour-management cc sultation. He believes that the general failure of consultati between management and union can be attributed to t exaggerated emphasis put on the adversary rather than t partnership concept.

"The protagonists of management and labour will bene by liberating themselves from the shackles of unexamin words and shibboleths," he said. "Consultation is for men w are conscious of their social responsibilities and their bias as well as of their interests; that the two functions in producti and services are complementary; and that the terms of the relationship are in this era matters of vital importance to t public."

Mr. Rand expressed the hope that his recommendatio would confine legitimate economic pressure to the employ and the union involved in a dispute, and induce the parties reach an agreement with minimum disruption of their norm working activities. And he pointed out that his recommend tions were not to be considered a package deal to be eith accepted or rejected en masse. "Many of the items," he sai "are quite independent of the others."

t the 100th TUC Convention

afeguarding Workers' Rights

e rift between the TUC and the Labour Govern-ent is growing. Disenchanted British workers urged e TUC to get tough with the Government. They jected the wage-brake policy in favour of their vn voluntary plan. And even the behind-the-scenes forts of Productivity Minister Barbara Castle did tle to spread oil on the troubled waters.

EMANDS for the repeal of prices and incomes legislation Britain stood in centre stage at the centenary convention Britain's Trades Union Congress in September.

In a 7-to-1 vote, delegates to the convention of the 8.7-mil-n-member TUC agreed to serve notice on Prime Minister arold Wilson's Labour Government that they want no part his austerity policy for curbing wages and prices. The lverse vote came just 25 days before the Labour Party held s own annual convention at Blackpool, the same resort town which the TUC delegates were meeting.

In his keynote address, TUC President Lord Wright of shton-under-Lyne kicked off debate on the wage control sue. He warned that the Government might lose the support organized labour in Britain if it did not loosen its austerity in on wage increases.

(Under present legislation, passed by Parliament this year, e Government has the power to defer major wage increases r one year, unless they are tightly linked to rising productivity. nother provision of the law limits pay increases to a maximum 3½ per cent a year. The unpopular measure is designed to nserve resources for export and stabilize Britain's balance-payments crisis.)

Lord Wright said that the Congress approved of the Govern-ent's intentions to try to restore Britain to solvency, but it sagreed with its methods. Almost the entire burden was ing thrown on the workers by limiting wage increases to ½ per cent, he asserted. This was interference with the work-s' rights of collective bargaining, Lord Wright charged, and lded: "The Government cannot succeed without carrying ith them the workers and their unions."

The resolution censuring the Government was sponsored by Frank Cousins, Chairman of the 1.5-million-member Transport and General Workers' Union—Britain's largest—who quit as Prime Minister Wilson's technology minister in 1966 over policy differences. In a system of block voting, about 1,000 representatives of 160 British unions cast votes amounting to 7,746,000 for and 1,022,000 against in the unit ballot on the resolution demanding government repeal of the legislation to curb wage demands. Not one of the speakers at the convention defended the Government measure.

The Congress passed by a hair-thin majority another resolution pledging support for the TUC's own policy of voluntary curbs operated by the TUC itself to regulate pay hike demands, in co-operation with the Government. The motion stated that a voluntary incomes policy was "the only feasible alternative to growing legislative interference in the field of wages negotiations, and the fairest and most acceptable way of removing the anomalies and injustices inherent in our wages structure." The margin of votes approving the motion was only 34,000.

The first part of the voluntary plan was narrowly approved at a conference of union executives at Croydon earlier this year. The next stage of the voluntary policy will include discussions with groups of unions concerning the possibility of synchronizing wage claims. Lord Wright urged the delegates to the convention "to try to persuade the unions to find a common positive policy; and I think it reasonable to expect each union to recognize that it has obligations to other unions—which means more than coming together to pass generalized resolutions. If our movement be fragmented and opportunist, then we shall have to reckon with attempts by governments to curb the freedom of the movement to make up its own mind."

The skimpy majority supporting the TUC's own plan for

voluntary curbs on demands for wage hikes was eked out only after an urgent appeal by veteran TUC General Secretary George Woodcock. "There is no future in getting into fights with governments in the kind of world in which we live today," he warned. "In the long run we have to live with governments."

Mr. Woodcock thought that the Government, concerned as it was with short-term problems, relied too much on its incomes policy. There were other ways of reducing costs, he said. "To us, an incomes policy is a contribution to the whole business of collective bargaining in a modern industrial society. What we want in this country, what we need, is better order, a more methodical, more sensible, more just system of collective bargaining and wage settlement."

The Government looks upon the voluntary wage restraint policy as an integral plank in its own policy to limit wage increases by voluntary co-operation, if possible, but by legal enforcement, if necessary.

One issue threatening to divide the Congress was the proposed national strike by 1.2 million engineering workers. The Amalgamated Engineering and Foundry Workers' Union's committee voted 31 to 30 to hold a national strike, starting on September 23, in support of demands for a minimum pay increase of 30 shillings ($3.90 Can.) a week and three weeks annual vacation.

The Union took the decision to call the strike without waiting to consult the 29 smaller organizations in the engineering industry. Hugh Scanlon, leader of the AEF, had the support of Mr. Cousins. Their policies were threatening to break up the Confederation of Shipbuilding and Engineering Unions, the *London Times* reported in an editorial. "These two rogue elephants at Blackpool," said the *Times*, were leading the attack on the TUC's policy to destroy the authority of the Congress—"a tragic way of celebrating the TUC's centenary."

If the engineering strike took place, or if it was bought off at exorbitant cost, the damage to Britain's economy could be immense, the labour pundits predicted. At best, the hope of restoring the country's balance-of-payments position would long delayed.

Subsequently, the leaders of the 30 unions in the Confed tion, representing a total of three million engineering work postponed the calling of the strike until October 21. The d was made to enable unions to poll their members, if wished to do so. The three largest unions—the AEF, TGWU and the National Union of Vehicle Builders—inten to proceed with the strike threat without polling their memb opinions. At press time, efforts between the unions and Department of Employment and Productivity to call off national strike were unsuccessful.

One of the most prominent visitors to the convention Mrs. Barbara Castle, Secretary of State for Employment Productivity.

She had not been invited to speak and she did not stay lo Right after the TUC disavowed the Government's wage-br policy, Mrs. Castle, who has a reputation for not tak criticism sitting down, called a press conference to say the Government would not change it.

Observers noticed that her mingling among the crowds las longest with leaders of the engineering union that had thre ened to stage a national strike. Mrs. Castle conducted seve meetings with them, and she asked questions in great de about the union threat, and about the negotiations that h led to the present deadlock in the engineering industry. though there was no announcement of any success in behind-the-scenes attempts to steer off the strike, labo observers believed that the strike would somehow be avert

Lack of effective communication between union and mana ment groups in Britain angered many trade union lead attending the convention. Their dissatisfaction promp them to submit resolutions to the central body designed strengthen labour-management consultations.

Union officials often found it extremely difficult to get

British Official Photograph

Rt. Hon. Mrs. Barbara Castle

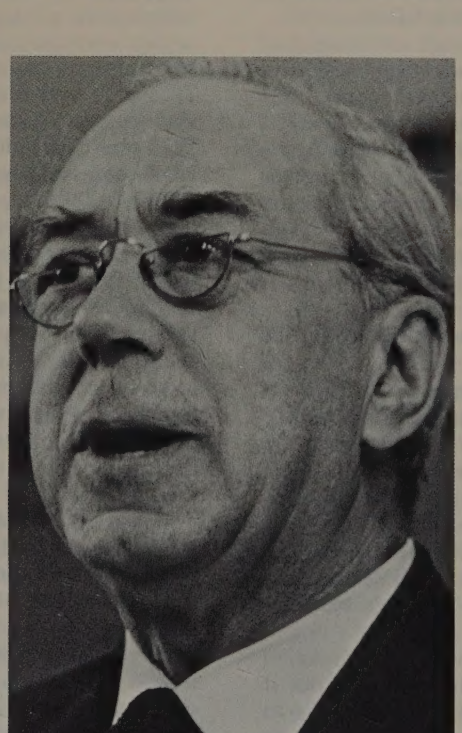


Photo by Murry Mosher—Photo Features

Lord Wright

British Official Photogra

George Woodcock

uch with senior management of foreign-based companies tting up new factories in Britain, L. F. Edmondson, AEF, ld the conference. He moved a resolution calling on the overnment to make it a condition that the new conglomerate rporations moving into Britain recognize the British trade nion movement and the rights of organized workers before ey are allowed to operate in the country.

"We could quote several countries that have established ctories here, and where we have experienced difficulty in taining recognition," he said. Only a year or two ago, the aterpillar Tractor Co., which is American, had come to the st of Scotland. They refused to recognize the right of the EF or any other union to negotiate on behalf of workers. his had led to a strike of 1,200 trade unionists lasting 13 eks. Before the dispute was settled, 600 workers at another itish factory of the same company had been called out, he id.

G. H. Doughty, Draughtsmen's and Allied Technicians' ssociation, said that a long list of foreign conglomerates, some ith household names, could be cited as having refused to cognize trade unions in Britain. Some of these had established emselves in Britain with assistance from the Government. usiness mergers and regroupings of companies in Britain is using increased unemployment, union leaders charged. Much the criticism centered on lack of consultation before merger ans were announced.

A resolution before the TUC demanded action through the dustrial Reorganization Corporation to secure more safe-ards for workers. As a result, the Congress will now insist on ore "public accountability" by the IRC when its funds are ed to underwrite mergers. It will also press the Government insist that when the IRC is involved in negotiations of this ind, one of its tasks will be to ensure that the job security nd career prospects of workers are not damaged.

Alfred Roberts, General Secretary of the National Union of ehicle Builders, spoke of 46 closures of vehicle firms in the reater London area, in none of which had there been prior onsultation with the unions.

Leslie Buck, General Secretary of the Sheet Metal Workers Union, said that, because unions were not being involved at the planning stage of mergers, their role became simply a defensive one to safeguard the position of members after closure decisions had been taken.

A resolution calling on the Government to take positive action to implement equal pay for women within two years was carried without dissent. An amendment to the resolution, which was opposed by the general council, called for worker action to achieve the aim immediately. Despite appeals from the general council, the delegates overrode their leaders and carried the amendment, which could mean strikes and slow-downs in industry.

A delegate from the National Union of Bank Employees, L. A. Mills, in seconding the motion, said that there were almost nine million women employed on a full-time basis in British industry. In the manufacturing industry, more than a third of the working force was female; in distribution it was almost half, and in the banking industry, it was more than half. Today women represented 37 per cent of the labour force, he pointed out.

The amendment was moved by Joan O'Connell of the Draughtsmen and Allied Technicians' Association "There is nothing more revolting than the annual spectacle of women coming onto the platform to beg support for equal pay. It ceases to be funny," she said.

The trend toward rising unemployment angered many of the delegates to the TUC convention. They reproached the Government for its failure to reduce unemployment in the country, and warned it to act quickly to reverse the trend, if they wanted productivity deals to continue.

Introducing the General Council's economic report, Sidney Greene, Secretary General, National Union of Railwaymen, declared, "Unless we get back to full employment, our people are not going to co-operate in getting the higher productivity that everybody wants, because they know that the people will simply be working themselves out of jobs." His message to the Government was: we need you, and you need us.

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A Precedent in Every Action

What can labour and management expect from the Government in the field of labour relations? Some thoughts from Labour Minister Bryce Mackasey.

Restrictive labour legislation, if it must be introduced in the House of Commons in the future, will limit not only the rights of labour, but the rights of management as well.

This announcement was made by the Minister of Labour, Hon. Bryce Mackasey, when he addressed the House on September 19 during the debate on the Speech from the Throne.

Mr. Mackasey added that such legislation in the past "inevitably has worked against the best interests of labour, and has come down on the side of management."

Outlining his philosophy regarding labour and labour unrest in Canada, the Minister told the House: "The Government knows that each action produces a precedent and a basis that will influence future actions and attitudes. It upholds the philosophy underlying the collective bargaining process."

He reported that, during his recent visit to Europe, the Polish labour minister told him that there are no strikes in Poland, Russia, East Germany or any country behind the iron curtain. Observed Mr. Mackasey: "Strikes are one of the penalties, one of the inconveniences that a free society such as ours must accept periodically."

Legislative action, he said, should be delayed as long as there is a glimmer of hope for other ways of settlement, and as long as the national welfare is not threatened on a broad scale. The Minister added that he "would rather be criticized in this House for being too slow to take away the legal rights of hard-working Canadians than complimented for being quick to do so."

Mr. Mackasey said he was tired of hearing that the Department of Labour reacts rather than leads. "The department is most vitally concerned and is constantly taking every step open to it to bring about settlements that will be just to the worker." Of the 100 collective bargaining disputes coming under federal jurisdiction and referred to the department up to September this year, he said, 93 were settled without strike. "I think that that is an excellent record of which the Department of Labour and labour movement can be proud."

Speaking of the recent grain handlers' strike, he said, "I think that that strike shows in a classic way the problems that the Department of Labour and government are faced with in strikes of considerable magnitude."

The Minister stated some of the main factors that the Government must consider before stepping in: "Has the legal collective bargaining process been completely exhausted by the parties? What are the long- and short-term effects of the continuance of the strike? Are alternative services possible and operating? Is there any real hope of a settlement being reached by the parties involved, and if so, at what time and how? Is there any physical suffering as a result of the stoppage? Is the safety and health of citizens imperilled, or is the security of the country undermined or weakened?"

There is no foolproof formula, Mr. Mackasey said, to indicate when a government should intervene. If the grain handlers strike had not been settled when it was, he would have been prepared to ask Parliament to order the workers back to work and to impose compulsory arbitration. But he also would have established an inquiry into the "whole operation of grain handling in the West, to determine if management could afford the wages asked by the strikers at the Lakehead."

Defending himself against charges from the Opposition and newspapers that he should have intervened earlier, the Minister said, "Not one single grain sale was lost as a result of the strike. Not one market was jeopardized or one commitment not honoured." But he admitted that a new factor did change the strike into a national emergency—the condition of the ripening grain harvest. Drying facilities at the Lakehead were needed to make the new crop saleable and to assure that its quality would not deteriorate.

The Minister emphasized that the "most fundamental point to the whole free collective bargaining process" is "the will to settle a strike, the will of both parties, the desire of both parties to avoid strike action." This will is the pre-eminent factor no matter how rules are streamlined, or how the department's facilities are upgraded, or how the IRDI Act is updated, or what legislation is imported from another country, or how many "eminent jurists prepare briefs and hold hearings."

Increased productivity in Canada depends on this good will and co-operation, Mr. Mackasey continued. "The day has long gone by when management can consider labour as a necessary evil, and labour can consider management as something intolerable."

Labour also has a role to play on behalf of the non-unionized worker. "Seventy per cent of the labour force has no official spokesman," the Minister observed. "Who speaks for them in this House? These people have a right to share in the free society. Organized labour has a moral obligation to these people. It has an obligation to co-operate with management just as management has a moral obligation not to treat workers as slaves. Government, labour and management can increase productivity and make the just society possible."

The Strike by The Grain Handlers

A two-month strike of grain handlers the Lakehead ended on September 12 nen, in response to direct intervention Hon. Bryce Mackasey, federal Minister Labour, the Brotherhood of Railway, irline and Steamship Clerks, Freight andlers, Express and Station Employees, d the 10 Terminal Elevator companies reed to a settlement that had been oposed earlier in the day by the Min-er. The grain handlers voted on Septem-r 14 in favour of the contract.

The settlement, which affected some 200 grain handlers, brought a wage crease of $1.05 an hour over the three-ar period from January 1, 1968 to July 1970, and an agreement to take other sues to arbitration—among them, uni-rm wage classifications and the impact technological and operational changes.

The previous agreement expired on ecember 31, 1967, and a conciliation fficer who had dealt with the dispute rlier recommended that a conciliation oard be established. R. A. Gallagher, .C., of Winnipeg, was appointed by the linister as chairman of the board, and W. Healy, Q.C., of Toronto, and J. S. ells, of Montreal, were nominees of the mpany and union, respectively.

The board report was released to the arties on July 2. On the issue of wages, e chairman recommended 70 cents an our over two years, the union asked for 1.06 an hour over two years, and the ompany suggested 55 cents an hour over 0 months. The union rejected the com-anies' offer and the strike began on July 8.

On July 29, the Minister appointed D. Tysoe, Chief Conciliation Officer, acific Region, as mediator to bring the arties together in a further effort to ttle the dispute. Mr. Tysoe met constant-with the parties in Port Arthur through-ut the month of August and early eptember. After the mediator reported at negotiations had broken off, the linister announced on September 6 that e had requested the executives of the mpanies and the union to meet with him and members of his Department in Ottawa on September 9. Mr. Mackasey emphasized that he was not interested in interfering in the normal process of free collective bargaining. "I do not think, however, that enough progress has been made in narrowing the points of difference in this dispute, particularly in view of the fact that the strike is now almost two months old," the Minister said. "By bringing the two parties to Ottawa, where I can have personal discussions with them and where the full resources of the Department of Labour are immediately available, I hope the points of difference can be narrowed and a formula for settlement developed."

After marathon mediation sessions, conducted by W. P. Kelly, Director of the Conciliation and Arbitration Branch, and Mr. Tysoe, an agreement was reached at approximately 5.30 a.m. on September 12, terminating the strike. And the memorandum of settlement provided that several outstanding issues would be referred to voluntary arbitration. A board of arbitration has now been established. S. E. Dinsdale, Q.C., of Toronto, was the companies' nominee, Douglas Fisher, of Stittsville, Ont., was nominated by the union, and Dr. W. J. Waines, of Ottawa, was appointed chairman.

Mr. Mackasey paid tribute to the degree of responsibility shown by both negotiating groups and expressed appreciation for the mediation services performed by Mr. Kelly and Mr. Tysoe.

The Minister said later in the debate on the Speech from the Throne on September 19 that not a single grain sale was lost as a result of the strike, nor were markets jeopardized or commitments unhonoured.

Other issues to be brought before the board of arbitration include efforts by the companies to increase the maximum number of overtime hours worked; management proposals to change the basis for vacation credits; and company opposition to a conciliation board recommendation to bar non-union members from work normally performed by union employees.

Wage Schedules Prepared In August

During August, the Department of Labour prepared 286 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 229 contracts in these categories were awarded. In addition, 203 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Department of Defence Production, Fisheries, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in August for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	63	$201,727.00
Post Office	7	932,393.00
R.C.M.P.	3	220,424.10

During August, the sum of $8,352.09 was collected from 20 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 276 workers concerned.

Job Want Ads Listing Sex Banned in U.S. Newspapers

Employers in the United States may no longer specify a preference for men or women when advertising jobs in U.S. newspapers.

The U.S. Equal Employment Opportunity Commission said that after December 1, listing jobs in columns under separate male and female headings will be considered a violation of the 1964 Civil Rights Act because it discriminates on the basis of sex.

Safety Isn't Just Pep Talks and Posters

Neither education nor regulation are effective alone. Practical regulations, properly administered, serve as a basis for an effective safety program, says W. A. Martin, Chief, Accident Prevention Division, Canada Department of Labour.

"Safety posters, pep talks and snappy slogans" used as the first line of accident defence and "the blind devotion of many safety administrators to the letter of the law" have come in for criticism from W. A. Martin, Chief of the Accident Prevention Division of the Canada Department of Labour.

Speaking to the annual meeting of the Canadian Association of Administrators of Labour Legislation, in Toronto (L. G., Nov., p. 640), Mr. Martin said, "Neither education nor regulation are fully effective by themselves, and this should be appreciated when regulations are being developed." Education helps, but without regulation it isn't enough to change many improper attitudes, work methods, equipment designs, plant layouts and environmental conditions that determine the degree of accident risk.

"Practical regulations properly administered can provide a good basis for continuing, constructive communication and understanding between the employer, the employee and the safety authority concerned, and serve as a framework for the development of an effective and comprehensive safety program.

"It does not serve the best interests of the employee to insist on his behalf that a super level of safety be imposed at a prohibitive cost to the employer, because, to a significant extent, the best interests of the employee are related to the best interests of the employer." It's not easy, said Mr. Martin, to balance the safety interests and general interests of any employee, but the success of safety programs depends on the ability to be right in this judgment most of the time.

Development of practical safety regulations requires that the nature and scope of the situation be fully identified and understood. "It is not possible to anticipate all of the variables that may affect a hazardous situation, and of those that can be anticipated it may, in the interests of simplicity, be necessary to take into account only those factors that are of major importance. To do otherwise could result in such complex regulations that they would be impossible to administer." But if safety regulations aren't specific enough, Mr. Martin said, they can be loosely interpreted and cause misunderstandings.

"Lawyers, in their zeal to produce safety regulations which are legally sound, are sometimes guilty of oversimplifying them or of adjusting them to suit their own interpretation of the hazardous situation." Resulting regulations may hold up in court, but because they may not be fully realistic, they aren't practical a give rise to misunderstandings.

The legal aspect can't be ignored, M Martin said, but if regulations are pra tical and administered properly, the should be few prosecutions. "Prosecuti should only be used as a last resort, n as a general practice."

The assumption must be made th regulations will be administered by pe sons competent in the field to which t rules apply. The administrator need n be an expert, but he must understand t meaning of the regulations and ensu that the desired degree of safety is attain under a wide variety of circumstances, said.

Fear of regulations often arises wh they are applied to the letter, and "fre the unreasonableness of many regulatio when applied in this manner." We shou try to ensure compliance with the spi of the law, Mr. Martin said, and encourage progress, not to restrict it.

"To illustrate this point, let us assur that the factor determining the thickne of a steel shield is its resistance to punctu by projectiles. It would be unreasonab to require that the same thickness of pla be used in two different plants if it cou be proved that the projectiles in one pla had half the penetrating power of tho in the other plant, or if it could be der onstrated that the design of one shie provided much better puncture resistan than the other; and yet there are man examples of administrators of safe regulations insisting on the same shie thickness in all cases.

"There are also cases where safe shields or other safety devices have bee prescribed long after a change in th operation had eliminated the hazard. Th inspectors in such cases did not unde stand the real purpose of the regulation.

To develop practical regulations, M Martin suggested that the proposed rul be submitted for written comment to a many people as possible who will b

W. A. Martin

Continued on page 7

50 Years Ago

om the Labour Gazette
December 1918

armistice was signed in
vember 1918, and 400
nadian war workers and
ir families in Britain were
en free passage home.
United States and Brit-
were doing something
ut the housing crisis.

e signing of the armistice during No-
er was greeted with mixed emotions,
ted the LABOUR GAZETTE of December
Hundreds of munition workers lost
jobs, but many of them found em-
nent with other industries.

And the postwar labour scene had a new Minister of Labour. On November 7, the Honourable Gideon Robertson was sworn in, succeeding Hon. T. W. Crothers who had resigned because of ill health. The new minister had been a prominent labour leader associated with the Order of Railroad Telegraphers.

About 400 Canadian workmen and their families who had gone to Great Britain in the summer of 1915 were being offered free passage home. They were part of an original group of 2,000 labourers recruited among the unemployed by a British Mission. The other 1,600 had returned at various intervals during the three-year period.

A Prof. McBain of Columbia University told a reconstruction conference in Rochester, N.Y., that aid to the unemployed during the postwar transitional period would obstruct rather than aid the work of rehabilitation. He suggested the expansion of public employment bureaus with legislative support for labour unions advocating collective bargaining.

At the same conference, Richard S. Childs, of the United States Housing Bureau, stated that the Government had erected more than 30 garden villages for industrial housing purposes at a cost of more than $50,000,000. He intimated that the houses, which were permanent structures, would probably be sold to individual tenants or organizations of tenants for about 75 per cent of their original wartime cost.

And paving the way for the advent some 50 years later of unions within the public service, Dr. Charles Beard, late of Columbia University predicted "increased governmental functioning, resulting in an increase of public employees." He said these employees should have the right to organize into unions and strike if necessary.

The Department of Labour played fairy godmother to a destitute West Indian family of a deceased workman living in St. Vincent, W.I. The man had originally come to Canada to enlist, but was found to be physically unfit. He took a job with a New Brunswick firm and subsequently died when an emery wheel exploded. The Acting Governor of the Island then wrote to the Minister of Labour requesting help for the widow and her seven children. The Department wrote to the employers and the Assurance Company only to discover that, under the Workmen's Compensation Act of New Brunswick, there was no legal liability on the part of the employers to pay compensation for the man's death as his dependants were not residents of Canada and his own negligence had contributed to the fatality.

Under the gentle persuasion of the Department, the employers expressed their willingness to provide a gratuity for the widow and children and ultimately the sum of $500 was forwarded by the Minister to the family, who bought a plot of land to cultivate and built a frame house.

Later that year the Workmen's Compensation Act in New Brunswick was changed by legislation to provide compensation to dependants of deceased workmen living outside the province, if similar laws were in force in the province, state or country where they lived.

To get a woman's eye view of housing construction, the British Ministry of Reconstruction authorized their Women's Housing Subcommittee of the Advisory Housing Council to visit model homes erected by the Ministry of Munitions and comment on plans submitted by the Architects' Committee.

After the Subcommittee had inspected the plans and the houses, it concluded that every house should have a minimum of three rooms on the ground floor, living room, parlour and scullery (kitchen), as well as a larder (pantry), and three bedrooms on the second floor with a separate bathroom. They agreed with the report of an Advisory Committee on Rural Cottages that the desirable size for a bedroom was a minimum of 500 cubic feet for each adult and 250 cubic feet for each child under 10 years of age. The living room should be as large as possible and have a good view. They believed there should be a regular and efficient hot water supply both for the bathroom and the scullery, but they were not quite ready to recommend any particular scheme. The scullery, they said, should be large enough to hold the necessary fittings and utensils, and the floor should be made of non-absorbent material that would be easy to clean. Other desirable features were a place to store a ton of coal, an outhouse for such items as tools and a perambulator and a garden.

And in Australia, returning soldiers were encouraged to become gentlemen farmers with government advance loans up to $2,000 for each soldier settler. Queensland had reserved all public land for its returning soldiers. No instalment of purchase money, interest or rent was to be charged for the first three years. For the next 12 years, the rent would be 1-1/2 per cent of the capital value, and after that rents for a 15-year lease would be fixed by rent courts. Loans for productive purposes, not exceeding $2,500 and repayable within 40 years were to be made at the rate of 3-1/2 per cent for the first year with increases of 1/2 per cent a year up to a maximum of 5 per cent. Of the three large areas in Queensland already being used for settlement purposes, one was devoted to growing semi-tropical fruit, another to apple, pear, peach, plum and other fruit trees planted by the state nursery, and the third area was divided into dairy and sugar cane farming.

Workers not making full use of mobility program

Less than 15 per cent of potential candidates for grants under the Manpower Mobility Program (L. G., 1965, p. 486) are making use of the plan. The Department of Man power and Immigration reports that more than 5,700 persons have been given mobility grants, and that 4436 workers have received exploratory grants to help them find new jobs in more promising areas. Since the program began, about 30 per cent of these persons have taken out relocation grants to move their families.

Of the 320,000 workers who move between municipalities every year, 80,000 are unemployed or underemployed, making them potential beneficiaries of the plan, the department says. Yet, in the 1967-68 fiscal year, the program helped only 10,000 workers, and 75 per cent found employment in their own province.

The main problem with recipients is that many either fail to show up for their new job or only work at it for a short period of time. To overcome this, the department is giving an exploratory grant averaging about $55 in some cases of doubt, instead of a relocation grant that averages $659. Manpower is also conducting a study of why many workers are being diverted into primary occupations instead of toward larger, more diversified labour markets.

Age discrimination law protects U.S. workers over 40

The United States Department of Labor has issued guidelines to the Age Discrimination in Employment Act. The Act, which became effective earlier this year, and which protects workers in the 40-65 age bracket from arbitrary discrimination in employment because of age, affects 37 million workers.

The Act prohibits help-wanted ads that include such phrases as "age 25 to 35," "young," "girl," "boy." But indications of educational requirements such as "college grad" will be permitted.

The guidelines spell out two exceptions, however: "bona fide occupational qualification" and "differentiations based on reasonable factors other than age." The bona fide qualification exception will have limited scope, as in the case of a requirement for actors to play youthful or elderly character roles. Differentiations based on factors other than age will permit physical fitness requirements necessary for some jobs that are based on pre-employment or periodic physical examinations, if they are applied regardless of age.

Ex-CNTU vice-president is new conciliation officer

A CNTU Vice-President since 1960, Sydney T. Payne, has joined the Canada Department of Labour as a conciliation officer in Montreal.

Mr. Payne was elected a vice-president of the National Metal Trades Federation in 1947, and in 1957 was appointed labour delegate to the Metal Trades Committee of the International Labour Organization.

Besides serving on a number of other national and international groups, he was appointed worker advisor to the 8th regional conference of American States Members of the ILO and a member of the *Comité Consultatif de la Métallurgie* in 1966. This year he was the delegate of the International Federation of Christian Trade Unions to the Economic and Social Council of the United Nations.

Mr. Payne began his career in the labour movement with membership in the International Association of Machinists and Aerospace Workers in Montreal. Before becoming a full-time organizer for the old Canadian Congress of Labour, he worked for Robert Mitchell Ltd. and United Shipyards.

Sydney T. Payne

Wage increase gained by marine engineers

G. R. Doucet, a Department of Labo conciliation officer, after marathon co ciliation sessions with the Canadi Marine Officers Union and the Canadi Lake Carriers Association, was able avert another strike affecting shippi operations. The strike threat was averr about the same time that the strike by t Canadian Brotherhood of Railway, Tra port and General Workers against t St. Lawrence Seaway Authority w settled (L. G., Oct., p. 587).

This dispute affected about 800 mari engineers employed on the vessels of number of Great Lakes shipping co panies. Negotiations began in late Mar and, when no progress was made early April, the union requested t services of a Conciliation Officer.

Conciliation proceedings were held l abeyance at the union's request and l June both parties were brought togeth by Mr. Doucet. In July, an impasse bargaining was reached and conciliati proceedings broke down. The uni thought that a Conciliation Board wou serve no useful purpose. The uni considered a proposal to ask the Minist of Labour not to appoint a Board. If su a request were granted by the Minist the union would have been in positi to strike 15 days after the Ministe decision. In any event, a legal stri could have begun seven days after t receipt of a Conciliation Board report.

The possibility of a strike was averte however, when Mr. Doucet brought t parties back to the bargaining table. A agreement was reached in the early hou of Saturday morning, July 20. The agre ment, which has now been ratifie provides a 7-per-cent increase in wag over a three-year period. Other importa gains included leave credits with monetary value of 10 per cent in the fir year of the contract and, 5 per cent in th second, and improvements in the vacati plan.

Correction

In the August issue of the LABOU GAZETTE, it was reported on p. 459 tha Donald E. Bott was the recipient of labour bursary. This should read Mr May Kazmar of Calgary, Alta., employe by the United Packinghouse, Food an Allied Workers.

novation essential for owth, says Trade Minister

"Innovation is essential" to increase nadian productivity and economic wth, the Minister of Trade and Comrce, Hon. Jean-Luc Pepin, told the nadian Manufacturers' Association re-tly. Mr. Pepin was reviewing governnt development programs at a CMA eting held in Toronto on September 25. Government plans, he said, are helping increase the opportunities for producn as well as to increase the effciency of oduction. "The primary objective of se incentive programs is to ensure that w advances in scientific knowledge are t left to lie fallow, but rather are roduced into Canadian industry to den its capabilities, increase its producn and productivity and strengthen its mpetitiveness."

Mr. Pepin said that he would soon ask rliamentary approval for the establishnt of an Export Development Corporan to succeed the Export Credits Inrance Corporation. The new body will minister new and expanded facilities export credits, credit insurance and arantees, and also it will encourage the ovision of private financing for export. further program will insure Canadian vestment in developing countries against n-commercials risk to encourage prite participation in Canada's external d effort and to improve the position of nadian companies in world markets.

Mr. Pepin said that the proposed merger the Departments of Industry and Trade d Commerce "is very much needed," cause of Canada's increased industalization and the desire for greater oductivity. We must concentrate in two ain areas, he said: rapidly develop our dustrial base and productivity and be le to sell much of what we produce to reign countries.

He said that the merger is a realization these facts and that the new Departent's activities will range from strengthing "our industrial development and creasing productivity to expanding nadian exports and fostering growth Canadian tourism."

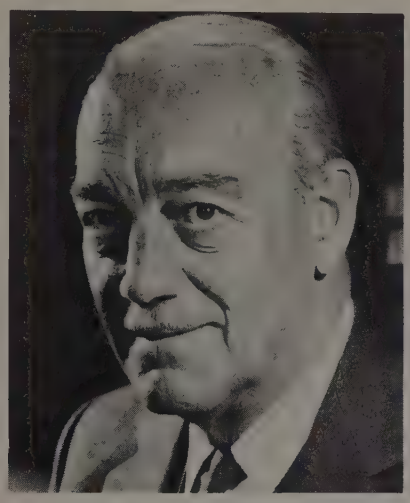
Although the new department will be better instrument for dealing with oblems, he said, it can't replace imagina-n, ingenuity and innovation.

AW-Teamster alliance promote social action

The UAW and the Teamsters have nounced the formation of the "Alliance r Labor Action," which will recruit new ion members and sponsor programs of cial action. This development does not nstitute a merger of the unions, neither of which is a member of the AFL-CIO.

The plans include: organization of the unorganized, including farm workers; establishment of an emergency defence fund for supporting strikers; promoting the guaranteed annual income, national health insurance and free university education; supporting any political candidates pledged to such policies; and formation of community unions to work for the poor.

The agreement of the two unions could be extended to the Canadian locals of both unions, says Teamsters' General Vice-President Frank Fitzsimmons. The two say that other unions are welcome to join.



International Press photo

J. Grant Glassco

Govt. organizing expert, J. Grant Glassco, dies

J. Grant Glassco, aged 63, has died. Mr. Glassco, Chairman of Brazilian Light and Power Co. Ltd. was best known for a comprehensive report on the organization of the Government of Canada.

His study of the federal Government began in 1960 and a special branch of the Prime Minister's office was established in 1963 to oversee implementation of the recommendations. The report dealt with almost every government activity.

Government departments were given greater internal freedom to manage the resources at their disposal. Classifications of public service jobs were revised. And the whole Treasury Board Secretariat has been reorganized to concentrate attention on policy rather than on "picayune details."

Mr. Glassco joined Brazilian Traction as Executive Vice-President in 1957. He was also a Vice-President and Director of the Canadian Imperial Bank of Commerce, and director of many other companies.

Co-op housing is one answer for housing ills, says union

The core of Canada's housing problem is the almost complete dependence on the private-profit system, says the Co-operative Union of Canada. In a brief to the federal government's Task Force on Housing, the group has claimed that the solution is "housing that is not for the benefit of investors or for regulation of the economy, but built for no other reason that to provide homes for people."

This would take the form of co-operative housing in which members own shares but do not take individual ownership of housing units. There are few of this type in Canada, the largest being Willow Park Housing Co-operative in Winnipeg, completed in 1963.

The union says that about one third of Canadian families cannot go it alone in housing, and it suggests that "if 10 to 20 per cent of housing starts were some form of public housing, and at least 15 per cent were co-operative, Canadians would probably be the best housed people in the world."

Academics can't solve labour problems, says CLC president

Beware of academics studying labour problems, they may "do more to muddy the waters than to clear them." Solutions will come from union leaders and management whose experience is practical rather than theoretical, says Donald MacDonald, President of the Canadian Labour Congress.

Speaking to the Labour Day luncheon at the Canadian National Exhibition in Toronto, Mr. MacDonald said that academics are raised to exalted heights, and their declarations are clothed "with an aura of great knowledge and near infallibility." He criticized in particular the make-up of the Prime Minister's Task Force on Labour Relations, because it consists entirely "of people with an academic background."

Because of a trend in some provinces toward more restrictive labour legislation and the close scrutiny under which unions have been placed, he said, labour is concerned about "what may flow from these various investigations, studies and surveys that are now being made." We need "improved methods and a better atmosphere so that we can find solutions before we get to the strike or lockout stage."

Mr. MacDonald criticized also the observers on the sidelines who try "to whip up a state of near-panic and to impose their pet theories on the Canadian people. Those theories often hold more promise of chaos than they do of correction."

Fair Wages Act boosts building costs, says CCA

One of the Government's own labour acts is partly to blame for high construction costs, says the Canadian Construction Association.

In its annual brief to the federal Government, the CCA complained about the "rigid application of the hours of labour part" of the Fair Wages and Hours of Labour Act, saying that the Act doesn't make allowances for seasonal factors. Because of this, the CCA claims, "the imposition of overtime pay rates causes inflated construction costs and frequently conflicts with those on adjacent similar projects carried out for other owners under the terms of collective agreements or provincial regulations that give due recognition to the seasonal nature of such work."

In addition, intense resentment has been expressed at the manner in which mandatory penalties are imposed under the guise of "liquidated damages" for defaults under the Act, particularly where such defaults unwittingly occur, according to the brief.

Extend the Manpower Mobility Program to the construction industry, the Association said, and both the economy and the industry would benefit. The association also recommended that the availability of injunctions for labour disputes in construction should be maintained. It noted that "injunctions have been used successfully by construction unions against employers' associations. It is therefore not a 'one-way street' as is often suggested."

The CCA maintained that "irresponsible labour strife can be effectively reduced if action is taken to permit the Crown to initiate prosecutions for violations of those sections of labour legislation dealing with unfair labour practises. Neglect to enforce legislation invites contempt for it and conferring upon the parties of interest responsibility for the prosecution of offences leaves compliance with the law subject to pressures for non-enforcement in labour-management relations."

Concern was expressed by the CCA about suggestions that new legislation might make collective agreements subject to renegotiation if significant technological changes take place during the term of operation. "Many of the problems associated with technological change in the construction industry are of manageable proportions and can be dealt with through an improved manpower training program" and the application of the mobility assistance program to meet some needs of the industry.

Other recommendations included: expediting talks so that Canada Pension Plan overpayments by the employer can be refunded; making more use of the Unemployment Insurance Advisory Committee; formulation of new policies to achieve a more stable growth rate in the construction industry; and improving manpower statistics and construction industry training programs.

Department of Labour revises compensation study

A study issued annually by the Canada Department of Labour on workmen's compensation has been completely revised. Titled *Workmen's Compensation in Canada 1967* (Queen's Printer, $1.25) the study saw completed by Evelyn Woolner, Chief of the Research Division of the Legislation Branch. It gives a comprehensive picture of the Canadian workmen's compensation system as it was on December 31, 1967, embodying concepts of accident prevention and the rehabilitation of the injured, as well as compensation in the form of cash and medical benefits.

The study details the Acts and the nature and extent of benefits, and tabulates provincial comparisons of cash benefit scales and the scheduled occupational diseases eligible for compensation. A discussion of the standards by the International Labour Conference in the field of workmen's compensation is included also. And one chapter describes the steps that have been taken to upgrade pensions.

Readers are reminded that the revision of workmen's compensation laws is a continuing process and current legislative changes are available on request from the Legislation Branch, Canada Department of Labour.

Automation improving job outlook for handicapped

Handicapped workers are being helped by new developments in technology, says the Manpower Utilization Branch of the Department of Manpower and Immigration. Many of today's jobs can be done by mechanical operation and control requiring a minimum of physical effort.

The branch reports that two million Canadians suffer from physical or mental handicaps. The Canada Manpower Centres are now trying to provide or procure whatever services these people need to make them as employable as possible. Because of new job opportunities in automated fields, a handicapped person is frequently required to upgrade his educational level in order to be acceptable for training or retraining.

In general, handicapped persons who possess the required mental ability, education and qualifications find some improvement of opportunity in the professi and occupations that are expand through technological advance. In a rep to the International Labour Organizati Regional Chiefs of Vocational Reha itation for the branch agree that, "Fr inquiries made, it appears evident t both management and organized labo are more inclined today to accept disab persons provided that they can do job."

Tenants form association to bargain with landlords

Collective bargaining has moved int new field—between tenants and th landlords (L. G., Oct., p. 593).

"Defenceless tenants" should ba together to "resist grabby landlord says R. J. Henderson, Prairie Director the Canadian Union of Public Employe Mr. Henderson offered the support of CUPE to a group of St. Boniface, Ma tenants who have formed an associati to bargain collectively for the renewal their leases. Members of the Niak Plaza Tenants Association refused renew their leases on an individual ba and they insisted on bargaining with t landlords through the association.

Besides renegotiating a rent increa the tenants want to rid their leases clauses allowing janitors or owners enter an apartment at any time, as well clauses that are seldom used except wh the owners need an excuse to break t lease.

The group is now planning to organ a Canada-wide tenants' association. J. Babineau, spokesman for the Winnip group, said that they will accept CUP offer of help.

The Association will:

- launch a program to amend la dealing with landlord and tenant;
- ask the Canadian Government establish a consumers' protective shelt department in each province to gua tenants' rights, invest all security deposi set up some type of rent control or ren review board to provide a guideline f rent increases in the respective provinc and to settle landlord-tenant disputes;
- establish a standard lease form acr Canada;
- set up a reference source to wh tenants may refer when investigating prospective landlord and his building;
- provide a liaison service for tena moving in Canada;
- provide counselling service to members of the association;
- assist government departments determining what best achieves the desi and needs of Canadian tenants; and
- make representations to the fede commission now studying housing.

abour Relations Legislation n 1967-68

Part I

Changes in procedure in industrial relans, and new machinery for the settlent of industrial disputes were common velopments in the enactment and adnistration of labour laws in Canada tween September 1967 and August 1968. In a report* to the annual conference of e Canadian Association of Administrars of Labour Legislation, the Legislation anch of the Canada Department of bour prepared a background paper for a ssion dealing with "Recent Legislative d Administrative Developments." The port is reprinted below.

Developments in labour relations legision included the enactment of the Brith Columbia Mediation Commission Act, hich introduces new procedures and new achinery for the settlement of industrial sputes. Amendments were made to the ova Scotia Trade Union Act to provide r more effective control over illegal work ppages and for the settlement of jurisctional disputes. The Alberta Labour ct was revised, and changes of some sigficance were made in the legislation of ince Edward Island, Saskatchewan and ewfoundland. In Ontario, an Act was ssed establishing the Ontario Labour-anagement Arbitration Commission.

BRITISH COLUMBIA

The new British Columbia Mediation ommission Act implements some of the commendations of Mr. Justice Nathan Nemetz, of the British Columbia upreme Court, based on his study of the wedish industrial relations system (L. G., ne, p. 326; July, p. 392; Aug., p. 460).

The central feature of the Act is that it tablishes a permanent and independent lediation Commission that will serve ormally as a mediation agency, but which situations where the Lieutenant-Gover-nor in Council considers that a dispute may adversely affect the public interest and welfare, may serve as an arbitration tribunal.

The Mediation Commission is an independent agency, separate and apart from the Department of Labour. In order to make informed decisions, the Commission will conduct research in such matters as economic growth, wages, prices, productivity, labour-management relations and problems of technological change.

The Commission may appoint its own staff and is authorized to engage experts and persons having special or technical knowledge to assist it in carrying out the provisions of the Act. It is empowered to establish research facilities to provide economic and statistical data which, it is hoped, will be accepted by both parties in a labour dispute. The strength and efficacy of the new system would appear to be based on the permanent character of the Commission, the calibre of its members and their security of tenure, the employment by the Commission of a staff of skilled mediators, and the availability of research data to serve as guidelines for the Commission and the parties.

The Commission's function is to investigate and assist in resolving labour-management disputes and to recommend fair and reasonable terms of settlement. In cases where the Cabinet considers that a dispute is adversely affecting the public interest and welfare, the Commission's recommendations may be made binding.

The Mediation Commission replaces the present system of conciliation officers and *ad hoc* conciliation boards. It has a judge as chairman and two other members, one from management and one from labour. The three members are appointed for a seven-year term, beginning on June 15, 1968. Members of the Commission may be removed from office only by a vote of the provincial Legislative Assembly.

Collective bargaining procedures are the same as those presently required, except that earlier negotiations for the renewal of a collective agreement are provided for. Notice to bargain may be given at any time within four months preceding the expiration of the agreement, instead of, as at present, not less than two months and not more than three months before the expiry date. Refusal or failure to bargain collectively is an offence under the Act.

The services of the Mediation Commission are available in a dispute after the parties have bargained for at least 10 days. At request of either party, the Commission may appoint a Mediation Officer. The Minister of Labour also may direct the Commission to appoint a Mediation Officer, if he considers the public interest is or may be affected by a dispute.

The Mediation Officer's function is like that of the conciliation officer. If the dispute has not been settled in the meantime, the Mediation Officer is required to report within 10 days, or such longer period as the parties agree on or the Commission allows. A copy of the Commission's report is to be sent to the Minister and the parties concerned.

Where the Commission has been requested or directed to appoint a Mediation Officer, it may of its own volition enter the dispute and conduct an inquiry to establish certain facts. After giving notice of these facts to the parties, the Commission may proceed to a hearing on the dispute.

At the hearing, each party has the right to be heard, to cross-examine witnesses adverse in interest, and to present argument orally or in writing, as the Commission may direct.

On completion of its hearing, the Commission submits to the Minister, with a copy to each party, its decision recommending the terms and conditions of a collective agreement, which, in its opinion, would be a fair and reasonable one between the parties. It is required to give reasons supporting its opinion.

If a settlement is not reached, and whether or not the Mediation Commission has held a hearing, employees may strike, provided that a strike vote has been taken, the employer has been given 72 hours written notice (presently 48 hours) and, if a Mediation Officer was appointed, the trade union has been advised by the Commission that the officer has made his report.

*The first part of the report, contained in is issue, deals with the legislative developments British Columbia, Nova Scotia and Alberta. he second part, which will appear in our nuary 1969 issue, will describe developments Prince Edward Island, Saskatchewan, Newundland and Ontario. Part II will also cover gislation concerning collective bargaining for ecial groups—namely civil servants, policeen, teachers and nurses.

As at present, a strike is forbidden except during the three months immediately following the date on which a strike vote was taken. Similar requirements are laid down with respect to lockouts. A notice of strike or lockout frees the other party from the obligation to give notice. As before, a strike or lockout is prohibited during the term of a collective agreement.

With the new provisions governing the legality of strikes and lockouts, the traditional requirement of the Canadian labour relations system that there be a "cooling-off period" is removed. In addition, the new provisions remove restrictions on altering conditions of employment during the bargaining process until conciliation requirements have been completed and the right to strike has been acquired.

Government supervision of strike votes is dicontinued, but, as before, a strike is prohibited unless a strike vote has been taken by secret ballot of the employees in the unit affected, and unless the majority of those who vote have voted in favour of a strike.

Section 18 of the Act authorizes the Cabinet to refer a dispute to the Mediation Commission for a binding decision where, in its opinion, in order to protect the public interest and welfare, it is necessary that a strike or lockout will not occur or an existing strike or lockout will immediately cease.

An order that a decision is to be binding may be made in respect of any dispute that is before the Commission. Where such an order is made, no strike or lockout may occur, and an existing one must end within 24 hours, under penalty of maximum fines of $1,000 for an individual and $10,000 for a corporation, trade union or employers organization, plus $150 a day if the offence is a continuing one.

The parties may continue negotiations after a dispute has been referred to the Mediation Commission for binding arbitration, and they may reach an agreement that is different from the Commission decision. The Act states that, until the parties sign a collective agreement, the decision is to have effect as if it were a collective agreement for the term specified in the decision or, if no term is specified, for two years.

Under Section 19, the Lieutenant-Governor in Council may refer to the Mediation Commission any matter affecting the conditions of employment of government employees. He may also refer to the Commission differences between civil servants or their authorized representatives and the Civil Service Commission, and, if he so decides, order that the decision of the Commission will be binding on both sides.

Persons employed by the Crown in right of the Province are forbidden to strike, under penalty of the same fines as are applicable to employees in the private sector in case of an illegal strike.

The Commission is required to hold a hearing when a dispute or difference is referred to it at the instance of the Lieutenant-Governor in Council.

Provisions of the Municipal Act and of the British Columbia Hydro and Power Authority Act, which currently forbid municipal policemen and firemen and hydro workers from striking and require binding arbitration of their labour disputes, are to be repealed on proclamation or the Mediation Commission Act, giving these employees the same strike rights as other workers.

Section 18 and 19 of the Act have been attacked by labour spokesmen and others on the ground that they give wide and arbitrary power to the Government to apply compulsory arbitration.

In providing for binding arbitration in public interest disputes, the Act is not different from the law in some other jurisdictions. The discretion of the Lieutenant-Governor in Council is couched in far broader language than in any similar legislation in any other jurisdiction. The Act does not require an emergency to exist, nor does it limit the exercise of Cabinet initiative to any particular industries or services.

When he introduced the Bill, the Minister stated that binding arbitration would be used sparingly, and that the great majority of cases would continue to be settled without government intervention. He also affirmed that greater regard must be shown for the public interest and for economic welfare in collective bargaining and that the Government would not allow strikes or lockouts that were harmful to the public interest.

The Commission has exclusive jurisdiction to inquire into, hear and determine all matters of fact and law arising under the Act, and its decisions are not open to question or review in the courts.

The Commission is required to make an annual report to the Lieutenant-Governor in Council, showing the disputes dealt with and giving summaries of its decisions.

The Labour Relations Board continues to have jurisdiction over the certification of trade unions, unfair labour practices, and arbitration of disputes arising out of a collective agreement. These matters are dealt with in the amended Labour Relations Act. All provisions concerning collective bargaining, mediation, strikes and lockouts are now contained in the Mediation Commission Act.

If in the exercise of its functions, questions arise that are within the jurisdiction of the Labour Relations Board, the Commission must refer such questions to the Board, and the Board's decisi will be binding on the Commission.

The provision in the Labour Relati Act requiring the consent of the Lab Relations Board for a prosecution un the Act was repealed. There is no pr sion regarding consent to prosecute in Mediation Commission Act.

NOVA SCOTIA

Amendments to the Nova Scotia Tr Union Act were made after consultat with labour and management, through medium of the Joint Labour-Managem Study Committee.

The Speech from the Throne sta that the Government had been concer about the number of illegal work st pages during the past year. Hence, principal amendment to the Act gave Labour Relations Board power to ter nate a work stoppage (strike or lockc that is illegal under the Act, or a collect agreement, or one that is caused by a ju dictional dispute. The Board is authori to try to settle such disputes, but, in a case, may issue a cease-and-desist or which must be complied with un penalty of being held in contempt of co

In addition, the amending Act conta provisions designed to expedite the ce fication process in the construction dustry.

Under the Act, a "work stoppage" defined as a cessation of work caused a lockout or strike prohibited by the A or a collective agreement, or one caus by a jurisdictional dispute.

"Jurisdictional dispute" is defined as dispute between two or more unions, between an employer and one or mc unions, over the assignment of work. Ir further amendment to the Act, "emplc er" is defined to remove from the applic tion of the Act the one-employee er ployers in the province.

The act permits a trade union or er ployer claiming to be involved in a wo stoppage to make a complaint to t Board. If, after investigation, the Boa is satisfied that a work stoppage h occurred, it may, at its discretion, iss an interim order requiring an employe employee or trade union to cease a nam activity. A copy of an interim order mu be filed in the Supreme Court, and ther upon becomes enforceable as an order the Court.

Where a work stoppage has occurre the Board may, either before or after t making of an interim order, authorize t Chief Executive Officer or a conciliatic officer to inquire into the dispute and t to obtain a settlement.

Where no settlement is reached, t Board must itself hold a hearing for t purpose of considering evidence and re resentations, and must arrive at a decisio in the form of an order. As with an interi

rder, the Board's decision must be filed in e Supreme Court, at which time it bemes an order of the Court.

In the case of a jurisdictional dispute, an terim order or a decision may direct the ssignment of work to employees of a pecific trade or craft or a specific trade nion, unless a written agreement made etween the parties involved is filed with he Board in respect of the assignment of he work.

The Act now permits an application for ertification to be made during the last two onths of an agreement instead of, as bere, after the expiry of 10 months of the rm of an agreement.

A similar change is made with regard to decertification, enabling an application r revocation of the certification of a ade union to be made within two months f the expiry date of a collective agreement r, as before, where no collective agreeent is in effect, after certification has een in effect for at least 10 months. The oard is authorized to order the taking of vote to determine whether the employees the unit wish to have the certified trade nion continue to represent them.

A new section permits an application to e made to the Board to amend a certificaion order for a change of name, or inclusion or exclusion of additional classifications of employees in or from a unit, or to combine certification orders.

In another amendment, a collective greement is declared binding, whether or ot the bargaining agent is certified.

Special provisions are added regarding ertification of unions in the construction ndustry. These require the holding of a ote in every case.

When an application is dismissed, the Board may, in its order dismissing the aplication or in a subsequent order, fix the period that must elapse before a new application may be made by the applicant trade union for the same unit of employees.

The section of the Act requiring the Board to give an opportunity to all interested parties to present evidence and make representations and any provisions requiring notice do not apply. Otherwise, the rules governing certification—Sections 7, 8, 9, and 10—apply *mutatis mutandis* to an application for certification by a trade union in the construction industry.

Other amendments revise the checkoff provisions to dispense with the holding of a vote. The employer is now required to deduct initiation fees and union dues at the request of the individual members of the recognized bargaining unit.

The authorization for a deduction from wages is valid for at least three consecutive months. Thereafter, it may be revoked by the employee in writing at any time, unless a collective agreement is in force, in which case the employee may withdraw the authorization only during the period of two months prior to the expiry date of the agreement. If an authorization is revoked, the employer must give notice to the trade union.

In addition, provision is made for a Labour Relations Board consisting of five members, instead of an unspecified number of members as before, and for the appointment of alternate members.

ALBERTA

When the Alberta Labour Act is opened up for amendment—usually every four years—a conference is held at which representations are made by management and labour groups, after which draft proposals are circulated for comment.

A number of changes made during the past year in the Alberta Labour Act deal with certification. Any two or more trade unions are now permitted to join in an application for certification. Previously, this provision was limited to craft unions or members of a group exercising the same technical skills.

A related provision authorizes two or more certified trade unions to apply to the Board of Industrial Relations for the merging of their certificates into one consolidated certificate. The Board may, in disposing of the application, declare which collective agreements, if any, are to continue in force and to what extent, and which collective agreements, if any, are to terminate.

Except where the consent of the Board is obtained, a trade union is forbidden to apply for certification in the first 60 days after filing with the Minister its constitution and bylaws, or the constitution of its chartering organization.

The Board's powers in dealing with an application for certification are restated to make it clear that the Board has wide discretion in the steps it may take to determine if the applicant is a proper bargaining agent, and if the unit is appropriate for collective bargaining.

The Board must complete its inquiries within 21 days, plus a further period of 21 days, if required. This additional period may now be extended for such longer period as may be fixed by the chairman.

The test for membership in good standing is no longer tied directly to the union contitution and bylaws. The requirement that an employee must have paid the initiation fee "required by the constitution and bylaws of the applicant" was deleted. The Board must now determine, as a test of membership, that each employee has paid on his own behalf to the applicant union a minimum sum of $2 within the three-month period preceding the date of the application.

Among numerous amendments to this Act, one is concerned with the application of the Act to a group of employees not previously covered. Although farm workers as a class are, as before, excluded, agricultural employees who are employed in an undertaking which in the opinion of the Board of Industrial Relations, is a commercial undertaking are now covered. Any such employees designated by the Board would be covered in respect of minimum wages, hours, vacations with pay, and other matters dealt with in the Act, as well as labour relations.

A further provision enables the Minister to dispense with second-stage conciliation. Where he does so, the conciliation commissioner's recommendations would take the place of the award of a conciliation board.

The revised Act, in redefining the powers of the Board, added a privative clause, stating that the Board has exclusive jurisdiction to determine all questions that arise before it, together with a provision making it clear that judicial review of a Board decision may be obtained by way of *certiorari* or *mandamus*. The Act states that an application for *certiorari* or *mandamus* must be filed with the court not later than 30 days after the date of the Board's decision, or the date on which it gives its reasons for decision, whichever is later.

A new clause allows the Board to prohibit propaganda and electioneering for a fixed period before a vote.

The Act provides, as before, that the parties to a collective agreement may agree to continue its operation for any period less than one year or for an unspecified period while they are bargaining, and that the continued operation of the agreement does not constitute a bar to an application for certification or decertification.

It is now provided that, where an employer agrees with a trade union to be bound by an existing agreement between the trade union and an employers organization, the agreement ceases to be binding upon the employer and the trade union at the same time as the agreement between the trade union and the employer organization ceases to be binding.

An employer organization, established by statute and given authority to represent one or more of its members, may, with the consent of the bargaining agent, bargain collectively on a joint basis for such members.

A conciliation commissioner is now required to report to the Minister, instead of to the Board. As stated above, the Minister may, at his discretion, decide not to appoint a conciliation board.

A new section has been enacted regarding the successor rights of trade unions, where a merger, amalgamation or transfer of jurisdiction has taken place. The Board may, in any proceedings before it, or on the application of any person or trade

union concerned, declare that the successor union has or has not acquired the rights of its predecessor, and the Board's decision will bind all the parties. The Board has had authority under regulations to amend a certificate where the name of a certified trade union has been changed due to a merger or amalgamation or transfer of jurisdiction. (An amendment to the corresponding provision of the Labour Relations Act of British Columbia removed the right of "any person" to apply for such a declaration.)

The Act now sets a time limit—one year from the date on which employees vote on the award of a conciliation board—within which a strike or lockout may take place.

The penalty that may be imposed on an employee for participating in an illegal strike was increased to a maximum of $25 a day for each day the strike continues. The fine previously provided for was a maximum of $100.

The provisions of the Judicature Act forbidding *ex parte* injunctions (Section 24a) were re-enacted as a part of the Alberta Labour Act.

These state that, where a lawful st or lockout exists in a labour dispute, injunction before trial may be grantec *parte* to restrain any person from dc any act in connection with a strike lockout. Where members of a trade un are the defendants, the notice of mo must be served not less than three hc before the time fixed for the hearing.

As before, the Act requires the filing arbitration awards with the Board. Faili to do so now constitutes an offence. Board is given authority to publish s awards.

Decisions of the Umpire Under the Unemployment Insurance Act

CUB 2766

A married claimant was registered for employment as a woodcutter, and filed a renewal application for benefit at the local office. He had last worked as a woodcutter for a paper company for six days in January 1967. His gross salary for the period was $184.37.

He said that he had not been laid off because of a shortage of work. "There were too few trees, three feet of snow, and colds of forty below. That's why I left the place," he said.

In response to further questions from the local office, he replied, "I did leave of my own will, because there were too few trees. When I asked for my pay, they wanted to know my reason for leaving. As far as the foreman is concerned, I told him: There are too few trees. His answer clearly showed that he didn't have any other tract of wood to offer me."

A few days later, the employer reported that the reason for the claimant's separation from employment was, "There were too few trees." He added that he could have supplied the claimant with work as a woodcutter for two more months, doing contract work.

The insurance officer then told the claimant that he was disqualified from receiving benefit for six weeks because he had voluntarily left his employment without "just cause."

The claimant replied to the local office: "I have not received unemployment insurance benefit for two years, but I always pay my contributions when I work, don't I? I am told that I am disqualified from receiving benefit for a period of six weeks, which means that I shall not get anything, because, at that time, the worst part of the winter will have gone by, and I shall have returned to work. I much prefer to work than to rely on unemployment insurance—when I earn a normal salary, of course."

The local office wrote to the claimant. The letter said, the insurance officer examined your pay slips and reached the conclusion that the fact that your earnings have decreased because there was too much snow and the tract was not abundantly wooded is considered to be a condition inherent in woodcutting operations. Therefore, your reasons do not justify your voluntary departure.

"If, however, you are not satisfied with the insurance officer's decision, you are free to appeal therefrom to the board of referees." He did appeal.

The board of referees decided that there was no reason to intervene. "In fact, it has been said time and again that an employee who has remunerative employment should endeavor to hold on to it like the apple of his eyes. We have here an experienced woodcutter whose pre-Christmas earnings were impressive. It is obvious that the inconveniences the claimant was complaining about during his short period of employment in January are inherent in this kind of occupation, and the claimant was earning an average salary of $30 a day, which is still a reasonable salary."

For these reasons, the board of referees unanimously dismissed the appeal, and decided that the claimant voluntarily left his employment without just cause.

Subsequently, an appeal to the Umpire was submitted by the *L'Union Catholique des Cultivateurs* on behalf of the claimant.

> We consider that, in the case of the forest worker who is engaged in cutting trees and who voluntarily leaves his employment, the Commission does not generally take into account the ma inconveniences that a forest worker m have to cope with, such as bad tra and rugged ground.
>
> A second point is that it is rather ha to understand that an employee can disqualified for leaving his job beca work conditions are not satisfactory.

The Umpire decided to accept the a peal, notwithstanding the union's failu to file it within the prescribed time.

In his considerations and conclusio the Umpire noted that the claimar main reason for quitting was that he cou no longer make what he calls a "norma salary. His previous earnings, howev were, in the eyes of the board of refere still reasonable.

The Umpire rejected the union's appe as "conjecture and not fact." The U pire noted, "The claimant could r always expect to get the best tracts a had to accept, the same as the others, share in the bad tracts and to work unc difficult conditions once in awhile.

Therefore, he did not have the right stop working for the mere reason that, his estimation, he would not have be able to earn as much as he did before h he continued to work."

In the Umpire's view, the claimant h not proven "just cause" for quitting.

"Taking into account the extenuati circumstances, however, that is, inten cold and heavy snow, together with t allegations described in the union's appe notice that other employees who did n report for work after the festive seas were not disqualified from receivi benefit, I decide to reduce the disqualific tion period to four weeks."

Save with respect to the duration of t disqualification period, the union's appe was dismissed.

The Future of Collective Bargaining in U.S. Agriculture

Problems created by seasonal and casual employment, and the lack of an organized labour tradition in U.S. agriculture have to be resolved before any serious attempt is made at union organization.

A GRAPE harvesters' strike in Delano, Calif., in June 1966 focused international attention on a new type of agricultural workers' union: one not solely concerned with wages and job recruiting except as part of a total social action program, non-violent in philosophy, somewhat religious in nature, and with a militant spirit of self-help.

This approach was fostered by Cesar Chavez's National Farm Workers' Association, largely Mexican-American in origin, and bound together by a common cultural and religious background. The introduction of this form of community unionism, and the fact that subsequent efforts at farm unionization have tended to follow the Delano pattern, make it interesting and important to understand the strike and its implication.

The Delano strike began in the traditional fashion, complete with a walkout and a picket line around the worksite. It was soon apparent, however, that these tactics had a limited use in the grape fields, because of the number and the size of the fields.

To supplement the strike, the union began a boycott of the products marketed by some of the companies who owned struck vineyards. Boycotts against Schenley Corp., and Di Giorgio Fruit Corp., largest of the Delano growers, were actually put into effect, and threats of boycotts against the other growers helped the union to get recognition from them. The union also sponsored a march from Delano to Sacramento, and gained much publicity and sympathy.

In an article in the U.S. *Monthly Labor Review*, June 1968, Irving Cohen, of the U.S. Bureau of Employment Security, said that organized labour, which had at first viewed the Delano strike with skepticism, became interested as it gathered momentum and picked up active support from religious groups, civil rights movements, college students, other unions and public figures. They recognized it as a potentially successful effort that could lead to the ultimate unionization of all farm workers in the United States.

Neither the Agricultural Workers Organizing Committee (AWOC) nor the National Farm Workers Association (NFWA) was financially prepared for a long strike. Without the food, money and clothing donated by diverse groups, it was doubtful that the workers could have held out.

Other unions provided moral, financial and other assistance. "Particularly notable were the $5,000-a-month donation from the AFL-CIO, the support of Teamsters who refused to cross the picket lines, and the members of the International Longshoremen's and Warehousemen's Union who refused to load Delano grapes for export," said Mr. Cohen.

The NFWA and the AWOC merged to become the United Farm Workers Organizing Committee (UFWOC). And as of March 1, 1968, the Committee had signed contracts with 10 other growers. The current target of the UFWOC strike and boycott activities is the Guimarra Vineyards Corp., California's largest grower of table grapes. UFWOC has also notified other growers in the area that organizational activity will continue.

The Schenley contract, which became effective June 21, 1966, was notable for its far-reaching provisions, which included a wage increase to a minimum of $1.75 an hour, a pledge of no strikes and no lockouts for the term of the agreement, a union hiring hall, a union shop, checkoff of union dues, reporting and stand-by pay, and paid vacations.

"The high mobility characteristic of most agricultural workers creates many administrative problems," said Mr. Cohen. "Without the union shop stipulation, membership turnover could make the union ineffective as a bargaining agent. In addition, the reporting and standby pay provisions not only compensate workers for lost time, but also stimulate more efficient operations by growers."

On April 1, 1967, 18 months after the beginning of the strike, UFWOC and Di Giorgio signed a contract worked out under a system of voluntary arbitration and patterned after the Schenley agreement (L. G., Sept. 1967, p. 564). There were several refinements, however, and some important new features. Even more significant were provisions pertaining to unemployment insurance, a special benefits fund, and a day of rest.

In accordance with the terms of the contract, the Di Giorgio Corporation obtained, through special arrangement, unemployment compensation coverage for its agricultural workers under the California Unemployment Insurance Act.

In addition, a special benefits fund was established to provide health and welfare benefits to the union membership. The fund was started with a $25,000 deposit representing retroactive payment for the period prior to December 31, 1966.

An innovation in agricultural contracts was the day-of-rest provision stipulating that each worker was entitled to one full day off without pay in each work week.

Employer Resistance

"Even though the union's initial drive for recognition was met by employers with determined resistance and marked by strong emotions on both sides," said Professor Karen Koziara, Assistant Professor of Business Administration at Temple University in Philadelphia, "relations between the union and the growers matured and became fairly harmonious once the contracts were signed. Both the union and the growers have developed some understanding of each other's problems. Even the growers who at first were most adamant in their opposition to collective bargaining have found that living with the union is not as difficult as they had anticipated." Not surprisingly, she added, the upper echelons in management more readily accepted the union than those in the lower supervisory personnel.

While the Delano strike rekindled union interest in representing farm workers, it also resulted in competition between the AFL-CIO and the Teamsters in the agricultural sector. After supporting the

striking union, the Teamsters opposed the NFWA in the representation elections among workers at Di Giorgio. In these elections, UFWOC won the right to represent the fieldworkers, who constituted the majority of on-farm employment, and the Teamsters to represent the shedworkers and other non-field employees.

For a time, intense rivalry flared up between the two unions, but this ended when the Western Conference of Teamsters and the UFWOC signed an agreement delineating jurisdictional rights in agriculture. Under this agreement, in effect only in those areas served by the Western Conference of Teamsters, UFWOC will have the sole right to organize fieldworkers; workers in farm-related processing plants will come under the jurisdiction of the Teamsters. It was also agreed that certain workers who did not come under either category could be organized by either union, with the proviso that neither union would interfere if the other started organizing workers in any of the unclaimed categories.

The Outlook

The future of collective bargaining in agriculture depends, first, on the union's success in organizing the labour force, and second, on its ability to adjust to long-run changes in agriculture and the agricultural labour market, said Prof. Koziara.

There were many factors inhibiting the organization of the present labour force, she said. The lack of a tradition of collective bargaining in agriculture has slowed the acceptance of unions. Neither the farm worker nor farm employer has had enough contact with unions to recognize their possible benefits. When attempts are made to organize his employees, the typical farm employer reacts with distrust and determined resistance, denying the workers the right to union activity, and refusing to bargain.

This attitude, together with the exclusion of farm workers from coverage by the National Labor Relations Act, which legally protects the rights of industrial workers to join labour organizations and bargain collectively, makes it difficult for unions to win recognition from employers in agriculture. And the seasonal and casual nature of the work, coupled with some workers' geographical mobility and their temporary attachment to farming, makes it difficult to develop a permanent labour organization of agricultural workers.

Prof. Koziara pointed out that the position of the labour contractor was another element that hampered union organization. "The worker frequently regards the contractor as his employer, while the contractor's major service to the grower—ensuring an adequate supply of labour—is often one of the important functions of unions operating in casual industries. Hence the labour contractor's belief that a union threatens his means of existence."

This negative response of the contractors was particularly significant because of their quasi-employer status and their importance in job finding. Prof. Koziara stated that, during the organizing drive in California in the 1950s, labour contractors were used as union organizers. As an organizer, the contractor forced prospective employees to join the union in order to become a member of his crew, and he also collected union dues from them. "The result was that the workers were predictably suspicious, both of the contractor a the union, and few formed permann allegiances."

Given these problems, she said, it v not surprising that organized labour h been reluctant to expend the funds nec sary to organize agricultural workers. A until recently, financial support was r available from other sources or from t workers themselves.

The extension of the NLRA to agric ture would raise some difficult administ tive problems, such as the definition appropriate bargaining units in a casu industry, admitted Prof. Koziara; but s believes that the exclusion of farm work from the NLRA resulted from politic rather than administrative, consideratio "The opposition of politically importa employer groups in agriculture is t major reason why the NLRA does n cover farm workers. In comparison wi the politically strong employer groups organizations, the groups supporti NLRA coverage for farm workers ha been disorganized and politically wea However, this state of affairs is beginni to change."

If agricultural workers were to recei coverage under the NLRA, there we still many obstacles to the rapid organiz tion of farm workers, she said. Any attem at union organization had to deal with t problems created by seasonal and casu employment and the lack of an organize labour tradition in agriculture. "The are the problems that must be met an resolved, if collective bargaining is to ha a future in agriculture," said Prof. Koziar

The accompanying feature was prepared wi material extracted from several articles dealin with labour relations in the agricultural indust of the United States, published in the June 19 issue of the *Monthly Labor Review* by the U. Department of Labor, Washington, D.C.

Boycott Sought

Representatives of the United Farm Workers' organizing committee on August 12 appealed in Montreal for a boycott by wholesale buyers of California grapes to support a three-year-old strike of California grape pickers.

Boycotts now are underway in 29 cities in the United States, including Boston, Los Angeles and New York.

The workers went on strike in 1965 seeking better working conditions, abolition of child labour, and higher wages. The 17,000 strikers have been living on donations from charitable organizations and religious groups for three years.

Salaries of those still working in California vineyards average $2,386 a year or between $1 and $1.40 an hour.

Swedish Firm Places Shop Stewards on Payroll

A Swedish steel mill now pays shop stewards at full pay to conduct union business on company time.

The Sandviken Steelworks, one of the largest in Sweden, has made a unique arrangement with the Swedish Metal Workers' Union, whereby the firm will employ the trade union representatives as arbiters on a full-time and full-wage basis. The six local branches of the union and the firm have now placed an office at the disposal of each of the chairmen of the local branches, who will act as arbiters and get paid for it by the company.

The job duties of the arbiter are to reduce friction between the employer and the individual worker who is presenting a grievance. The firm has found that the efforts of the local trade union representatives make it possible to resolv disputes at an early stage. Formerly, th shop steward had to carry on this extensiv activity in addition to his regular job an perhaps lose pay for the time he sper away from his machine.

The union is pleased with the arrange ment, and the employers have not require anything extra as compensation. Th arrangement is helping to improve th means of contact between the manage ment and the workers. In addition, th workers have better contact with thei trade union and the union with the work ers. There is no written contract with th company and nothing is agreed about trial period. But union and managemen representatives are hopeful that th arrangement will be a permanent one an will continue to function well.

Consumer, September 1968

The consumer price index (1949 = 100) rose by 0.3 per cent to 156.4 in September from 156.0 in August. It was 3.8 per cent above the September 1967 level of 150.7.

The food index declined 0.4 per cent to 153.0 from 153.6, and was 3.0 per cent higher than in September 1967. Seasonally lower prices for fresh produce items—potatoes, carrots, cabbage, tomatoes, and apples—were responsible for the decrease. Among staple items the price of fresh milk increased almost 3 per cent due to substantial rises in all major Ontario cities. Bread, butter and margarine, remained almost unchanged in price. Meat prices increased by 2.9 per cent, with pork in particular rising by 8 per cent to its highest level since 1966. Beef and turkey prices also increased, while those for chickens were marginally lower.

The housing index advanced 0.8 per cent to 159.6. Among home-ownership costs, mortgage interest rates were higher than at the beginning of the year, and prices of new houses and repairs also increased. Rents rose generally, with the largest increases occurring in Calgary, Saskatoon and Winnipeg. Prices for furniture, carpets and some household textiles were higher, reflecting the removal of mid-summer sales on many of these items.

The clothing index increased by 0.5 per cent to 136.4 from 135.7. Higher prices for most women's outerwear, footwear and clothing services, outweighed lower prices for men's wear, especially men's suits.

The transportation index increased by 0.2 per cent to 162.2 from 161.8. The price of new tires rose by about 5 per cent; automobile repair and maintenance costs increased slightly.

The health and personal care index rose by 0.3 per cent ot 199.6 from 199.1. Most of the increase was attributable to a substantial rise in the price of men's haircuts in Vancouver. Prices of toiletries were also a little higher in a number of cities.

The recreation and reading index advanced by 0.9 per cent to 176.8 from 175.2. Subscription prices for some magazines were increased, and television repairs in many cities were more expensive.

The tobacco and alcohol index remained unchanged during the month, but was 9.7 per cent higher than the September 1967 level of 128.6.

Group indexes a year ago in September were: food 148.5; housing (shelter and household operation) 152.6; clothing 134.7; transportation 158.4; health and personal care 191.4; recreation and reading 168.7; and tobacco and alcohol 128.6.

City Consumer, Sept. 1968

Between August and September, consumer price indexes advanced in six regional cities and city combinations and declined in four, movements ranging from a rise of 0.9 per cent in Winnipeg and Edmonton-Calgary to a decrease of 0.6 per cent in St. John's.

Food indexes advanced in western cities, but declined in cities east of Winnipeg. Housing and clothing components increased in eight cities, declined in one, and remained unchanged in one. The transportation, recreation and reading indexes rose in all ten cities and city combinations. Health and personal care indexes advanced in four cities and were unchanged in six. Tobacco and alcohol prices remained at their August level in all cities.

Regional consumer price index point changes between August 1968 and September 1968 were as follows: Winnipeg + 1.4 to 152.7; Edmonton-Calgary + 1.3 to 147.9; Saskatoon-Regina + 1.1 to 147.1; Vancouver + 1.0 to 150.1; Toronto + 0.3 to 157.7; Halifax + 0.2 to 148.3; Saint John — 0.1 to 151.3; Montreal — 0.4 to 153.3; Ottawa — 0.6 to 155.1; St. John's — 0.8 to 137.1.*

Wholesale, September 1968

The general wholesale index (1935-39 = 100) rose to 271.0 in September, 0.5 per cent higher than the August index of 269.7, and 2.2 per cent above the September 1967 index of 265.1. Four of the eight major group indexes were higher, and three declined. The non-metallic mineral products group index was unchanged at 206.4.

The animal products group index advanced 1.4 per cent to 304.2 from 299.9 on higher prices for fish, milk and its products, eggs, fresh meats and livestock. An increase of 1.3 per cent to 370.0 from 365.3 in the wood products group index reflected price increases for cedar and spruce.

The chemical products group index declined 0.6 per cent to 214.6 from 215.9 in response to lower prices for fertilizer materials. Minor increases occurred in two major group indexes, textile products to 257.0 from 256.5 and non-ferrous metals products to 245.6 from 245.3. Decreases of 0.2 per cent or less were recorded for two major group indexes, vegetable products to 229.0 from 229.4, and iron products to 276.9 from 277.2.

*On base June 1951 = 100.

Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39 = 100) declined 0.8 per cent to 264.1 from 266.2 in the three-week period August 30 to September 20. The animal products index moved down 0.1 per cent to 345.9 from 346.2, and the field products index declined 2.0 per cent to 182.4 from 186.2.

U.S. Consumer, August 1968

The United States consumer price index (1957-59 = 100) rose 0.3 per cent from July to August. The index in August was 121.9 which was 4.3 per cent higher than a year ago.

Food prices were 0.6 per cent higher than a month earlier with some categories showing marked increases. Canned goods rose 2.7 per cent and cereals and bakery products, 1.8 per cent. Apparel and upkeep prices increased 1.0 per cent.

British Retail, July 1968

The British index of retail prices (January 16-1962 = 100) was 125.5 at July 16, compared with 125.4 at June 18, and 119.2 at July 18, 1967.

The index for foods, the prices of which are affected by seasonal variations, dropped by about one per cent to 124.2, compared with 125.6 in June. The index for the food group as a whole declined to 123.8, compared with 124.1 in June. Reductions in the prices of tomatoes and carrots were partly offset by an increase in the price of milk.

The miscellaneous goods group index rose by less than 0.5 per cent to 127.1, compared with 126.7 in June.

As a result of increases in the average levels of charges for a number of services, such as admission to cinemas, hairdressing and dry cleaning, the index for the service group as a whole rose by nearly 0.5 per cent to 131.8, compared with 131.3 in June.

In the remaining eight groups, there was little change in the general level of prices.

Part-time Employment In Five European Countries

World War II heralded the beginning of manpower's recognition of women as a permanent part of the labour force.* War production commandeered all women, 65 or under, married or unmarried, qualified or not, to feed the war machine. After the war, large numbers of women chose to remain employed, and later, the manpower shortage from 1950 onward provided a continuing need for their services. Because of these two periods of labour shortages, employers were obliged to adapt their timetables to allow part-time employment for a substantial proportion of married women.

Part-time employment has continued to increase in the United Kingdom to the extent that the 1961 census shows that two million of the 25 million working population are part-time workers. This is double the number in 1951. Distributive trades account for approximately one million of the total number in part-time employment; the remainder is fairly evenly divided with 500,000 in industry and 500,000 in the tertiary sector.

Married women hold most of the part-time jobs and they are entering the labour market in steadily increasing numbers. Out of every 100 gainfully employed women, 53 are married and 45 per cent of these are part-timers.

Until recently there were no part-time jobs in the Civil Service (aside from cleaners), but now the Government is promoting part-time employment. At present only 4.1 per cent of all civil servants are part-time workers, but the trend is expected to continue. The Government is trying also to convince the local authorities responsible for the employment of teachers to increase their ranks by hiring more part-time teachers. In spite of difficulties, the number of part-time teachers rose from 13,830 in 1960 to 36,200 in 1966.

Recruitment is aimed mainly at married women. The Trades Union Congress reported that one-third of the nursing profession is working part-time, 17.7 per cent of the female labour force in the electrical and engineering fields is part-time, 17.9 per cent in the chemical industry, more than 28 per cent in the food industry and 15.9 per cent in the textile industry.

Germany

There were four jobs for every person seeking part-time employment in Germany in 1965. The extremely acute manpower shortage, particularly in the industrial sector, continued up to the end of 1966, then supply seemed to balance demand. A 1961 census of non-agricultural employment listed over seven million gainfully employed women, of whom 11.3 per cent were employed part-time. A partial census in 1964 and 1966 showed that the number of part-time women wage earners had increased from 15.4 per cent to 18.2 per cent, thus exceeding the million mark. The total number of part-time clerical and other workers in 1964 was about one million, and in 1966 it had risen to 1.2 million.

Women generally dominate the part-time areas of employment, but the married woman has now taken the lead in this field. In April 1966, there were more than 9½ million gainfully employed women in Germany. In a five-year period (June 1961 to April 1966), the percentage of married women in the area of total gainfully employed women had risen from 45.5 per cent to 51.2 per cent.

In the public services, manual and clerical workers are permitted to work part-time, but in the civil service, employment rules do not, in principle, allow this type of employment. The part-time employment of nurses varies according to region.

Sweden

Trade unions and women's organizations in Sweden are watching the development of part-time employment very carefully, and will encourage it as long as it favours the social promotion of women and national economic growth. The working population of Sweden is close to four million of whom almost 1½ million or 37 per cent are women. A 1965 Ministry of Labour survey, covering 746,630 wage earners (525,791 men and 220,839 women), revealed that 28,794 or 13 per cent of these women were part-timers. The percentages vary according to the social and occupational group and to the size of the town. The following are some of the main occupations with the total number women workers and percentages women working part-time: retail trad 21,942 (28.4 per cent); hospital wo 51,460 (12.1 per cent); office work, 12,6 (16 per cent); chemical industries, 7,5 (12.7 per cent); and textile industri 31,594 (10.3 per cent).

There is a noticeable increase in t number of women with no occupatio skills who are taking training courses. . 1959-60, there were 1,700 women enroll and in 1961-62 the number had risen 7,300. A follow-up survey showed th 54 per cent of the women who h attended these courses were now in fu time jobs and 42 per cent in part-time jo

Belgium

There is a rather low rate of fema employment in Belgium which accoun in part, for the limited number of wom working part-time. Of the 1.1 milli women gainfully employed, 50,000 a engaged in farming, rather more in t manufacturing industries and appro mately 750,000 in the tertiary sect (services, trade, banking). Part-time wo in industry is non-existent and the numb of women in part-time jobs in the tertia sector is 50,000 or 6.5 per cent of t total labour force in this sector.

Denmark

The national economic growth a recent industrialization are making i creasingly heavy demands on Denmark manpower. Part-time employment is gro ing because of this, but at a very slow pac Industrial trade unions have remain hostile to this type of employment. In t tertiary sector, part-time work has becor widespread, but in industry it is practis only as a form of evening work, ne during the day-time.

Three surveys of part-time work ha been made, the first of which covered t years 1951 and 1962. The sample includ 25 large Danish undertakings. In th eleven-year span, the numbers of pa time office workers rose from 11.8 to 38 per cent; retail trade 16.9 to 31.3 per cen and wholesale trade 2.8 to 14.9 per cen In 1963, a survey was made of the i dustrial sector and the results showed th of the 51,000 female operatives, 5.6 p cent were employed on a part-time bas and 15.5 per cent of the 9,785 fema clerical workers were working part-tim

Women's Bureau

*This article is a condensation of Chapter I, "Part-time Jobs in Various Countries," *Part-time Employment: Its Extent and Its Problems*, by Jean Hallaire, Organization for Economic Co-operation and Development Publications, Paris, 1968.

Kingston General Hospital Prevocational Program

An important measure of success in the rehabilitation of a disabled person is his ability to maintain himself in the community independently. In the case of men and women of working age, this includes the ability to be financially independent and gainfully employed.

Many disabled persons experience considerable difficulty making the transition from the role of patient to that of breadwinner. During this period, patients need time to adjust their thinking and self-concept, to build their confidence, to find and accept realistic vocational objectives, and to develop sufficient tolerance for a full day's work. Prevocational programs are designed to assist patients who have difficulty in making this transition. The prevocational program at the General Hospital in Kingston, Ont., uses this policy to evaluate patients with major vocational problems and prepare them for a return to gainful employment. The Rehabilitation Centre for eastern Ontario and Queen's University work together with the hospital to provide occupational therapy to help patients progress from the treatment setting to some of the social and work stations available outside the hospital ward.

Close co-operation is possible between medical staff, vocational counsellors, and workers who supervise patients. By using existing work stations in the university and hospital, it is also possible to eliminate the high capital cost of building and equipping an assessment workshop, to reduce the number of staff needed to operate the program, and to provide a wide range of settings for vocational evaluation.

The services of the prevocational program are designed for patients with complex and difficult problems and are of maximum value to the patient whose primary disability is complicated by one or more of the following: emotional maladjustment, limited education, social problems, poor work history, low intelligence, limited financial resources, unrealistic vocational goals, or a lack of knowledge of available sources of help. Such a person can usually benefit from a comprehensive program of vocational rehabilitation that offers assessment and work adjustment.

It is important to have a precise diagnosis before beginning a prevocational program. Patients are first evaluated by the medical staff of the Rehabilitation Centre. If the primary disability is psychiatric, the hospital's Department of Psychiatry provides an evaluation. Additional advice, investigation, or treatment may be obtained from other specialists at any time during the program.

A social assessment is also obtained. Advice and aid are available from a social worker, usually provided by the Ontario Department of Social and Family Services or from the Regional Rehabilitation Centre.

Each person who is referred to the program receives a standard series of tests for intelligence, personality, decision-making skills, and interests. Supplementary tests are given when appropriate. The results, which help provide necessary knowledge of the individual for the counsellor, are explained to the client, and goals are discussed with him.

When the prevocational program seems to be indicated, it is described and discussed, along with other possibilities proposed by the counsellor or the client. If the client chooses to try the program, sponsorship is sought for him.

The program varies in duration from three weeks to nine months. It begins with occupational therapy, where the patient's behaviour in a work situation can be observed and poor work habits corrected. Endurance and productivity can also be assessed.

When the patient has successfully completed a period in occupational therapy, he is rotated through a variety of work situations in the hospital or at the university. The number of work situations varies from three to eight, with an average time of two to three weeks in each. In selecting a job station, attention is paid to the interests and abilities of the patient, the objectives of his program, and the nature of the supervision and social interaction that go with the job.

Each week, an evaluator interviews the superior and fills out a report on the client's work. Regular counselling sessions are held to discuss with the client his progress and problems. Group discussions, held every two weeks, deal with placement, work adjustment, and other topics of interest to the group.

Representatives from the Canada Manpower Centres are called in early in the program. They attend the group discussions and receive verbal and written reports on clients when they are considered ready for placement. Clients also are expected to make additional efforts to locate jobs.

After placement, counselling continues until the client seems comfortable and secure in his job. This may be for as long as six months. The client is encouraged to return to discuss any problems that may arise subsequently. Follow-up interviews are routinely scheduled for three months, six months, one year and two years after placement.

Manpower Utilization Branch
Department of Manpower
and Immigration

Familiar Topic Eases Discussion

A new labour-management committee in North Bay, Ont., overcame a tendency to "wander around" by anchoring one foot on familiar ground. It eased itself into the framework for joint consultation by tackling a subject that company and union were accustomed to discussing together.

The Rahn Metals Limited committee chose as "familiar ground" the topic "Safety."

Robert McEwen, the General Manager, recalls the opening meetings: "We knew that the material for discussion was there, but we had trouble latching onto it. There was a tendency to wander around because we weren't used to working as a discussion group. We solved that difficulty, though, by taking on a familiar topic. The inquiry into safety really brought us together. It also contributed to a reduction in accidents."

According to union and management spokesmen, safety was a topic the members of the committee believed they could speak out on. The committee was set up last July. Rahn Metal's 100 hourly-rated employees belong to Local 6609, United Steelworkers of America (AFL-CIO/CLC).

The production engineer, Joseph Whiteley, remembers the opening meetings specifically because, "I felt there wasn't enough communication." He says people were held back by the nagging question: "What's going to happen if I say what I think?"

After the initial meetings, however, the six members of the committee became more accustomed to speaking out. "We've been getting more feedback," says Mr. Whiteley. "There's a free exchange between the employees and the supervisory staff, which has helped me gauge the thinking of the employees."

Raymond Barbe, a welder who sits on the committee, puts it succinctly when he says: "We find out the truth at these meetings." Mr. Barbe says the committee's ability to communicate "with a freer attitude" has gone a long way toward knocking the bottom out of rumors in the two departments of the plant. The metalworking division makes bronze castings, used principally as replacement parts for mining machinery. The plastics division produces polyethylene pipe and fittings for drainage and pressure lines. A five-mile water line supplying water to Cache Bay is made of Rahn polyethylene pipe.

Committee Clarifies Issues for Bargaining

Both union and management personnel have high praise for communications at Twin Cities Co-operative Dairy Limited, in Halifax, N.S. They attribute much of the success to the active role played by the labour-management consultation committee.

"It is always difficult, especially on short notice, to pinpoint specific accomplishments of the committee," said President and General Manager Harold F. Curry, "but we are all very pleased with the results derived from the committee since it was formed on April 4, 1967."

Speaking for the plant's personnel, represented by Local 927, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Ind.), Roy Terrio, the Local's Vice-President and LMC Secretary, draws attention to the "friendly, understanding atmosphere that prevails throughout the operation since the committee was organized."

Mr. Terrio has found that most plant problems, except those confined to the bargaining table, are solved by the committee discussions.

Mr. Terrio is impressed with management's attitude toward the provision of canteen facilities for the workers at the plant. After discussion at a committee meeting, permission was granted to have canteen services.

"After a trial period," said Mr. Terrio, "it was found that the canteen idea was not satisfactory and it was discontinued. But it was gratifying to the workers to have management go along with their initial suggestion, even though they believed from the start that the canteen was a misadventure."

The dairy business, like most others in this age, is a constantly changing one, points out Mr. Curry. "Alterations and improvements are constantly being effected to our delivery equipment, and the ideas along that line that have come from the consultation committee have proved very useful," he noted.

Recently the dairy began experimenting with a computer system for use in handling the route accounts. Two members of the consultation committee work with Mrs. Diane Peters, who is in charge of the operation, in assessing its value to the firm.

These articles are reprinted from the September issue of *Teamwork in Industry*, an industrial relations news bulletin published monthly by the Labour-Management Consultation Branch.

Employment Review For September

Employment decreased by 256,000 7,709,000 in September, but was 198,0 more than in the same period a year a

The labour force, at 7,971,000, v 313,000 lower than in August, but v 241,000 higher than in September 1967

Unemployment decreased by 57,000 262,000, well above the average Augu September decrease in the past five yea It was 43,000 higher than in Septemb 1967.

Unemployment in September represe ed 3.3 per cent of the labour force, co pared with 2.8 per cent in September 19 and 2.7 per cent in September 1966.

Between August and September, decrease in employment of persons 14 24 years of age was 382,000. Employm of persons 25 years of age and o increased by 126,000.

Employment

Employment, at 7,709,000, decreas by 256,000 between August and Septe ber.

Farm employment decreased by 48,0 between August and September. T decrease of 208,000 in non-farm empl ment was shared by trade, 59,000; co struction, 33,000 public administrati 32,000; manufacturing 30,000; transpor tion, communication and other utiliti 20,000; and finance, insurance and r estate, 18,000.

Between September 1967 and Septemb 1968, farm employment decreased 30,000. Non-farm employment increas by 228,000 over the same period, t largest increase being in communi business and personal services, 125,0 Smaller gains occurred in manufacturi 56,000; trade, 32,000; and public a ministration, 15,000. Employment construction showed a decrease of 14,0

Employment was higher than a year a in all regions. The largest increase was the Prairies, 3.9 per cent, followed Ontario, 3.5 per cent, British Columb 2.4 per cent, and the Atlantic region a Quebec, 1.3 per cent.

There was an unusually large decline unemployment, 57,000, between Augu and September, compared with an avera decrease of 27,000 for the same period the preceding five years. The number unemployed teen-agers dropped by 24,0 Total unemployment, at 262,000, w 43,000 higher than a year ago.

Of the 262,000 unemployed in Septe ber, about 36 per cent had been une ployed for less than one month, 35 p cent for one to three months and 29 p cent for four months or more.

Employment and Social Problems of Older Workers — Part II

Many countries have active programs concerning placement in suitable work for older persons whose trades or jobs have disappeared because of technological advances.*

The value of older workers in helping to train key workers and specialists has long been recognized and encouraged. Training and retraining programs for older workers have recently been started in northern France for ex-textile workers and in Belgium for ex-miners. Sweden as well provides a wide range of special training opportunities for aging workers. These include:

- courses for pensioners only, as caretakers, guards and custodians;
- refresher courses for nurses and physiotherapists who are returning to the labour force;
- courses for nurses' aides and home visitors; and
- courses for older office employees, generally at lower levels of specialization.

The success of these training courses can be attributed to three main factors. Assistance of experienced vocational guidance staff is essential in helping the older worker select his choice of trade. The fullest possible use is made of previous knowledge and experience. And training methods are flexible and related to the individual rather than the group. The administrators of placement programs for redundant older workers realize that the vast majority of older men and women retain a learning capacity that diminishes slowly. Little is lost through aging, and this is often compensated for by other factors such as reliability, experience and stability of purpose.

A large steel company in the United Kingdom faced the problem of training older workers to operate new electric arc furnaces, which were being installed in the smelting shops to replace open hearth furnaces. In designing the training program, the company assumed that older trainees tend to absorb what they see rather than what they hear. The lectures were kept to a minimum, and initial training consisted of simulated exercises. Once the procedures had been grasped, the trainees were able to practise by themselves and at their own pace. The simulation training was highly successful, and after a period of practical training on similar processes in other factories, the men were able to operate the new plant as soon as it was opened.

The training or retraining of older workers is not always possible or practical, but there are measures that may be taken to lengthen their work careers. Job redesign—a special field of the rapidly developing new science of ergonomics (L. G., Aug., P. 478)—can help considerably to reduce the stresses of work. By removing or modifying the features that make too great a demand on the older worker, huge benefits can be gained both in productivity and in the well-being of the worker himself. This "fitting of the job to the man" need only include, in many cases, relatively simple and inexpensive modifications to tools, machines and workplaces.

Another approach is to transfer the older worker to a more "sheltered" job within the same undertaking—from heavy to light work. This, however, requires the application of scientific method to personnel policy to make selective replacement of workers according to their changing capabilities. In addition, it requires on the part of the personnel officer a good knowledge of the psychological problems of older workers. In particular, he must bear in mind that transfers to more suitable work often involve a considerable lowering of status and wages and can be a demoralizing experience for the older worker.

Part-time employment can often offer a solution in special cases, particularly in countries with pension schemes that permit older people to supplement their incomes.

The foremost needs of the retired persons are means of support, health care and appropriate housing. Many developing countries are gradually introducing national pension schemes or transforming private provident funds into national funds. It is necessary, however, to distinguish between:

- schemes providing benefits, but not subject to a condition of retirement; and
- schemes in which retirement is an important condition of eligibility. If older persons receive both old-age benefits and wages, a number of these able-bodied workers will remain in active, productive life.

Section on Older Workers
Manpower Utilization Branch
Department of Manpower
and Immigration

*Part I of this article appeared in our November issue. The article is based on a report of the International Society for Rehabilitation of the Disabled in the July 1968 issue of its publication, *International Rehabilitation Review*.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for one day during September. It granted six applications for certification, rejected two, and denied one request for the review of an earlier decision. During the month, the Board received six applications for certification and allowed the withdrawal of one. One application was received for the Board to prescribe a provision for the final settlement of differences under Section 19 of the Act.

Applications for Certification Granted

1. *Syndicat général du cinéma et de la télévision* (*CNTU*) on behalf of a unit of personnel of the Canadian Broadcasting Corporation employed in its news broadcast service in the cities of Montreal and Quebec. (L. G., Oct., p. 595). Canadian Wire Service Guild, Local 213, American Newspaper Guild, Association of Radio and Television Employees of Canada and Canadian Union of Public Employees had intervened.

2. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of employees in the interprovincial road transport operation of Conrad Brothers Limited, Dartmouth, N.S. (L. G., Sept., p. 543).

3. International Union of District 50, United Mine Workers of America, Local 13946, on behalf of a unit of personnel of the Central Mortgage and Housing Corporation employed at *Habitation Orléans*, Longueuil, Que., and *Appartements Bellerive*, Ville Jacques-Cartier, Que. (L. G., Sept., p. 543).

4. Millwrights Local 2736, United Brotherhood of Carpenters and Joiners of America, on behalf of a unit of millwrights employed by The Ralph M. Parsons Construction Company of Canada Ltd., Toronto, Ont., at the Faro Camp of the Anvil Mining Corporation Limited project in the Vangorda area of the Yukon Territory. (L. G., Oct., p. 596).

5. Association of Employees of Imperial Roadways Limited, on behalf of a unit of highway drivers employed by Imperial Roadways Limited, Winnipeg, Man. (L. G., Nov., p. 649).

6. Canadian Merchant Service Guild on behalf of a unit of mates employed aboard the vessel M.V. *Congar* by Johnstone Shipping Limited, Toronto, Ont. (L. G., Nov., p. 649).

Applications for Certification Rejected

1. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Merchants' Speedy delivery Limited, Windsor, Ont., respondent. (L. G., Oct., p. 595). The application was rejected for the reason that is was not supported by a majority of the employees affected in the representation vote conducted by the Board.

2. Canadian Merchant Service Guild, applicant, Upper Lakes Shipping Ltd., Trans-Lake Shipping Limited and Island Shipping Limited, Toronto, Ont., respondents, and National Association of Marine Engineers of Canada, intervener. (L. G., Oct., p. 596). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

Request for Review Denied

The Board denied a request by the Canadian Brotherhood of Railway, Transport and General Workers seeking amendment of the certificate issued by the Board on December 28, 1962, which certified the union as the bargaining agent for a system-wide unit of employees of the Canadian National Railways. The application involved a proposed variation in the certificate to include the recently integrated Carload and Express Claims office in Toronto in substitution for the former office of Freight Claims Agent. (L. G., Sept., p. 544). The request was rejected because it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Applications for Certification Received

1. Seafarers' International Union Canada on behalf of a unit of unlicens personnel employed by Chemainus To ing Co. Ltd., Duncan, B.C. (Investigati Officer: C. M. Gilmour).

2. Seafarers' International Union Canada on behalf of a unit of unlicens personnel employed aboard the vess *Haida Transporter* by Kingcome Navig tion Company Limited, Vancouver, B. (Investigating Officer: C. M. Gilmour).

3. National Association of Broadca Employees and Technicians on behalf a unit of employees of Bushnell T V C Limited (CJOH-TV), Ottawa, Ont. (I vestigating Officer: P. Stoochnoff).

4. General Truck Drivers & Helpe Union, Local 31, International Brothe hood of Teamsters, Chauffeurs, Wan housemen and Helpers of America, behalf of a unit of employees of B.D. Ltd. (Bankers Dispatch Corp.), Va couver, B.C. (Investigating Officer: D. Cameron).

5. United Steelworkers of America behalf of a unit of employees of Lou Dreyfus (Canada) Limited, Port Cartie Que. (Investigating Officer: G. R. Douce

6. Amalgamated Meat Cutters & Butc er Workmen of North America, Loc P1145, on behalf of a unit of employees Red Deer Seed Co. Ltd., Red Deer, Alt (Investigating Officer: D. H. Cameron (See also Application for Certificatio Withdrawn, below).

Application for Certification Withdrawn

United Packinghouse, Food and Allie Workers, Local 1145, applicant, and Re Deer Seed Co. Ltd., Red Deer, Alta respondent. (L. G., Nov., p. 649). (S also item 6, Applications for Certificatio Received, above).

Application under Section 19 Withdrawn

Canadian Air Line Employees' Asso ciation with respect to differences in volving the interpretation or applicatio of its collective agreement with A Canada, Montreal, Que. (L. G., Oct., 596).

Conciliation and Other Proceedings Before the Minister of Labour

During September, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. Maple Leaf Mills Limited, St. Boniface Man., and Local 534, United Packinghouse, Food and Allied Workers (Conciliation Officer: A. E. Koppel).

2. Camirand Cartage Limited, Ville St-Pierre, Que., and Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Doucet).

3. Giant Yellowknife Mines Limited, Yellowknife, N.W.T., and Local 803, United Steelworkers of America (Conciliation Officer: C. M. Gilmour).

4. Eldorado Nuclear Limited (Beaverlodge Operation), Eldorado, Sask., and Local 913, United Steelworkers of America (Conciliation Officer: A. E. Koppel).

5. Canadian Arsenals Limited, Toronto Township, Toronto, Ont., and the Canadian Union of Operating Engineers (Conciliation Officer: T. B. McRae).

6. Trove Transport Limited (maintenance division), Pembroke, Ont., and Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: K. Hulse).

Settlements by Conciliation Officers

1. National Harbours Board, Prescott, Ont., and Public Service Alliance of Canada (Conciliation Officer: T. B. McRae) (L. G., Nov., p. 650).

2. Canadian Marconi Company, Montreal, Que., and Salaried Employees Association (Marconi) (Special Services Division, Field Service Group) (Conciliation Officer: G. R. Doucet) (L. G., Oct., p. 596).

3. The Broadcasting Division of Canadian Marconi Company, Montreal, Que. and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier) (L. G., Oct., p. 596).

4. *Les Minoteries Phenix Limitée*, Montreal, Que., and *Le Syndicat National des Employés des Minoteries Phenix (CSN)* (Conciliation Officer: R. L. Fournier, reassigned to C. E. Poirier) (L. G., Aug., p. 482).

5. Kingsway Freightlines Limited, Calgary, Alta., and Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L. G., Aug., p. 482).

6. Canadian Lake Carriers' Association (representing a number of Great Lakes Shipping Companies) Montreal, Que., and Canadian Marine Officers' Union (Conciliation Officer: C. E. Poirier, reassigned to G. R. Doucet) (L. G., July, p. 412).

Conciliation Board Appointed

Empire Freightways Ltd., Winnipeg, Man., and Locals 395 and 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L. G., Oct., p. 596).

Arbitration Board in Contract Dispute

Federal Electric Corporation, Paramus, New Jersey, and Local 2085, International Brotherhood of Electrical Workers. The members of the Board are company nominee R. A. Gallagher, Q.C., and union nominee W. S. Martin, Q.C., both of Winnipeg. The Chairman, His Honour Judge J. C. Anderson of Belleville, Ont., was appointed by the Minister on September 27, 1968.

Board Reports Received

1. Quebecair, Montreal, Que., and the International Association of Machinists and Aerospace Workers (L. G., Nov., p. 650).

2. Nordair Limited, Montreal, Que., and Lodge 2309, International Association of Machinists and Aerospace Workers (L. G., Oct., p. 597).*

Board Reports of Settlement

1. Nordair Limited, Montreal, Que., and Lodge 2309, International Association of Machinists and Aerospace Workers (see above).

2. The Shipping Federation of Canada, Inc., and International Longshoremen's Association, Local 269, Halifax, N.S., and Local 273, Saint John, N.B. (L. G., Nov., p. 650).

Strike Action

Quebecair, Montreal, Que., and International Association of Machinists and Aerospace Workers (Strike commenced September 19 and terminated September 23; agreement reached following mediation services by C. E. Poirier and G. R. Doucet) (see above).

Strikes Terminated

1. Rio Algom Mines Limited (Nordic Mine and Quirke Mine) Elliot Lake, Ont., and United Steelworkers of America (Strike terminated September 12) (L. G., Nov., p. 651).

2. Federal Grain Limited; Manitoba Pool Elevators; McCabe Grain Company Limited; National Grain Company Limited; Parrish & Heimbecker, Limited; N. M. Paterson & Sons, Limited; Richardson Terminals Limited; Saskatchewan Wheat Pool; United Grain Growers Limited; Westland Elevators Limited, and Lodge 650, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees. The strike terminated on September 15 and outstanding issues were submitted to voluntary arbitration (Mediators: W. P. Kelly and D. S. Tysoe) (L. G., Oct., p. 597).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

*Full text in Supplement No. 5, 1968

Legal Decisions Affecting Labour

The Supreme Court of Canada has held a Quebec decree respecting the Retail Food Trade in the Montreal region as valid and applicable to any retail establishment that has work done by an employee.

The Nova Scotia Supreme Court has ruled that the IRDI Act applies to maintenance employees of a company engaged mainly in dredging, marine construction and salvage.

Legislation Branch

The Supreme Court of Canada, by a unanimous decision on May 22, 1968, dismissed an appeal from a judgment of the Quebec Court of Queen's Bench rendered on October 23, 1967 (R.J.B.R. No. 2, p. 97), and upheld the validity of a governmental decree, No. 921, issued on May 4, 1965 under the Quebec Collective Agreement Decrees Act concerning the extension of a collective labour agreement respecting the Retail Food Trade in the Montreal Region.

Further, the Court held that the decree was applicable only to the employers as defined in the Collective Agreement Decrees Act—that is, to those persons, companies or corporations who have the work done by an employee.

Circumstances of Dispute

In his reasons for judgment, Mr. Justice Pigeon of the Supreme Court of Canada noted that the decree in question contained provisions not only regarding the duration of work and the wages of employees in the retail food stores in the Montreal area, but also establishing the hours of work of personnel employed in the sale of food products.

As soon as the decree had been rendered, Steinberg's Limited declared publicly that the company considered the decree not valid, and it refused its application. The Parity Committee of the Retail Food Trade (Montreal Region) brought penal proceedings against Steinberg's and applied for an injunction ordering the company to comply with the decree.

The prosecution was stopped by a writ of prohibition granted at the request of the company on December 6, 1965 by the Superior Court (Montreal), which declared the decree not valid, and rejected the request for an injunction. On appeal, the Court of Queen's Bench, by a majority decision rendered on October 23, 1967, declared the validity of the decree,quashed the writ of prohibition, and enjoined Steinberg's Limited to comply with the decree.

Grounds for Appeal

The judgment of the Court of Queen's Bench was appealed by Steinberg's to the Supreme Court of Canada on the following grounds:

1. the collective agreement which brought about the decree was without legal value because, according to its terms, its coming into force depended on the proclamation of the decree in question;
2. the real intention of the decree was the regulation not of labour relations but of the retail food trade;
3. the collective agreement not being in force could not acquire preponderant importance and significance; and
4. the decree contained clauses outside the statutory provisions regarding such decrees, and such clauses could not be invalidated apart from the whole decree.

Agreement Subject to Condition

The collective agreement concluded on November 27, 1963 between *Le Syndicat de l'alimentation au détail de Montréal (C.S.N.) and l'Association des détaillants en alimentation du Québec Inc. (Section de Montréal)* provided in clause 8 that the agreement would come into effect at the same time as the decree respecting the retail food trade in the Montreal region, and would continue in force until March 31, 1966.

Steinberg's submitted that, because the Collective Agreement Act, R.S.Q. 1941, ch. 163 (at present Collective Agreement Decrees Act, R.S.Q. ch. 143) provides in Art. 2 that "The Lieutenant-Governor in Council may order that a collective agreement respecting any trade, industry, commerce or occupation, shall also bind all the employees and employers . . .," decree cannot be issued without a co lective agreement already having com into effect. It was contended further tha the minister cannot, as required b Article 6 of the Act, assess "That th provisions of the agreement have acquire a preponderant significance and im portance for the establishing of condition of labour," if a collective agreement ha not already come into effect.

Mr. Justice Pigeon rejected these con tentions. Applying general principles o law, he held that nothing prevents an agreement from being subject to a sus pending condition. A contract is vali from the time of its conclusion, eve when the resulting obligations are subjec to a condition.

Mr. Justice Pigeon did not accept the contention that the minister could no take a stand that a collective agreemen has acquired a preponderant significance and importance before such agreemen came into effect. He admitted, however that the significance and importance of a collective agreement are not the same when the agreement is subject to a condi tion and when it is not. But it could no be claimed that such significance an importance do not exist. It is for the minister to assess these factors and no for the courts.

Since the law does not expressly require a collective agreement to be in force before a decree could be issued, the general principle of freedom of agreements should be applied in accepting a conditional agreement. It is for the minister to decide whether a condition attached to an agreement has deprived it of a degree of importance justifying a decree.

Issue of Excess of Jurisdiction

Examining the submission that the decree in question dealt with matters

utside the limits fixed by the law, Mr. ustice Pigeon outlined the historical volution of the legislation regarding the xtension of collective agreements by ecrees. At the beginning, the law proided that only the provisions of a colctive agreement regarding wages and ours of work could be imposed on the mployers subject to a decree. In 1937, a rovision was added allowing to render bligatory by a decree some other provions of a collective agreement, "and also uch provisions as the Lieutenant-Goveror in Council may deem in conformity ith the spirit of this Act."

Soon after the new provision came into ffect, a decree was published concerning he shoe repair trade. The decree dealt ot only with the wages and hours of ork, but also with the minimum prices o be charged to the public for such repairs. This provision of the decree was hallenged by a writ of prohibition and eclared not valid by the Superior Court nd the Court of Appeal (*Procureur Général de Québec v. Dame Lazarowitch*), 940, 69 B.R. 214.

The Court ruled that the provisions "in onformity with the spirit of this Act," omprised only those provisions concernng the relations between the employer nd employee. The essence of the judgment was contained in the following tatement made by Mr. Justice Barclay:

> Upon a true construction of the Act itself, it is clear that the object and purport of the Act is to regulate the relationship between employers and employees *inter se*, and when recognized bodies make what appears to be a reasonable agreement considering local conditions, their agreement may be extended to and enforced against all other(s) in the same industry, even though not parties to the agreement, and the Act is careful to set forth what kind of arrangements can be made obligatory under such circumstances. But the class of persons thus affected must be employers and employees only. Other individuals and the public at large are not concerned and are not contemplated.

The legislature accepted this interpretation, and in 1941 it amended the Collective Agreement Act by adding to Sec. 10 the following provision: "The decree may render obligatory minimum prices to be charged to the public for the services of barbers and hairdressers."

According to Mr. Justice Pigeon, this statutory exception confirmed the general rule that was the basis for judgment in the *Lazarowitch* case.

Another judgment that was followed by a change in the statute was the decision in *F. W. Woolworth Co. Ltd. v. La Cour des sessions de la paix* (1961, C.S. 48). The issue again was an application for a writ of prohibition against a decree that specified the duration of work in the stores by ordering "the hours for the beginning and cessation of the work of selling." The Superior Court ruled that the decree dealt with the closing time and that such provision was not allowed by the statute. The judgment was rendered in August 1959, and in March 1960 the Collective Agreement Act was amended by adding to Sec. 9 the following:

> Without restricting the generality of the preceding paragraph, the decree shall render obligatory, with respect to hours of labour, among other provisions of the collective agreement, those specifying working days and non-working days or parts thereof, as well as the time when a working day shall begin and end for each category of employees.
>
> However, in any territory where there is in force a bylaw adopted under the Early Closing Act or under any other general law or special act, relating to the same purpose, the time when a working day shall begin and end shall be included in the period during which the establishment concerned is permitted by the said bylaw to be kept open.

After this amendment was made, the Quebec Court of Appeal decided unanimously that a decree respecting the distributors of bread in the Montreal region validly prohibited any delivery on Sundays and Wednesdays (*Richstone Bakeries Inc. v. La Cour des sessions de la paix*, 1964, B.R. 97).

In the opinion of Mr. Justice Pigeon, by the 1960 amendment the legislature authorized the determination by decree of the working days and the hours of work in stores. A reference in the Act to the Early Closing Legislation points out that the legislator wanted to reconcile the powers granted to municipalities under this legislation with the powers attributed to the Lieutenant-Governor in Council. The latter cannot determine the hours of work outside the period during which the municipal bylaw allows the opening of commercial establishments.

If, according to Mr. Justice Pigeon, the intention of the legislator was that the Lieutenant-Governor in Council could not restrict the opening hours, the relevant statutory provisions would be worded in a different way. The present wording of the statute clearly implies that he can do so. Since the power was expressly granted with reference to the regulation of trade, it could not be said that the decree in question indirectly attempted to regulate the retail trade under the guise of controlling hours of work. The legislator has foreseen such effect and authorized it under one condition only—namely, that a decree would not allow the work during the hours prohibited by the municipal bylaw.

"Employer" and Monday Closing

Mr. Justice Pigeon next considered the question of whether all the provisions of the decree relating to working days and hours of work were authorized by the law. In particular, he examined the reservations made by the appellant regarding the employers covered by the decree and the prohibition of the sale on Mondays before 1 p.m.

> The decree defines the "employer" as follows (Art. 1.01 para. (c)): The term "employer" designates any person, company or corporation owning or operating a commercial establishment subject to this decree.

The definition or retail trade contained in the decree (Art. 2.00 (a)) reads as follows:

> The retail trade concerned in this decree covers peddling or any other sale or delivery in the territorial jurisdiction, by a person who does not have a commercial establishment. Any establishment selling food products on a wholesale-retail basis is, for the purposes of the decree, considered as a retail outlet and is then subject to the provisions of this decree for all its activities.

The decree prohibited any sale on Mondays before 1 p.m. (Art. 3.05): "*Monday:* In establishments subject to this decree, sales are forbidden up to 1 p.m."

Mr Justice Pigeon noted that the definition of employer in the decree exceeded the definition contained in Sec. 1(f) of the Collective Agreement Decrees Act which reads:

> "employer" includes any individual, partnership, firm or corporation who or which has work done by an employee.

Counsel for the Attorney General of Quebec admitted during the hearings that the provision of the decree could not validly make subject to a decree an employer who is not an employer under the definition contained in the statute. According to the statute, an employer is a person who has work done by an employee. Under the decree, however, a person, company or corporation that operates a commercial establishment, that is a food store, is declared to be an employer even when he has no work done by an employee.

In the Court of Appeal, Mr. Justice Choquette held that the definition of the term "employer" in the decree could not change the meaning of this definition contained in Sec. 1(f) of the statute; what the definition did was to specify the kind of commercial establishment that an employer—individual, firm or corporation—should own or operate in order to be subject to this decree.

Mr. Justice Pigeon did not agree with

this approach. In his view, a decree cannot validly contain a definition that would, in effect, transgress the limits defined by the statute. It could not be said, moreover, that if a decree intended to do so, it should be considered as valid, but restricted to what is allowed by the statute. A provision in excess of authority is void entirely, and could not be considered valid to the extent of what was authorized by the statute.

It must be so, according to Mr. Justice Pigeon, in order that the citizens should not be obligated to abide by regulations ordering more than what is authorized to be demanded of them in order that the courts should not have to remake a regulation to limit its application to what could be considered as validly decreed. Regarding legislation decreed by delegation, a rule stated by the Privy Council with regard to the laws of Parliament should be applied, namely:

> The legislation will have to be carefully framed, and will not be achieved by either party leaving its own sphere and encroaching upon that of the other. (*Att. Gen. for B.C. v. Att. Gen. for Canada*, 1937, A.C. 377, at p. 389).

In that case, in spite of the provision that the law in question should apply to the extent of Parliament's jurisdiction, the Court considered the legislation as a whole and declared it invalid in its entirety.

Mr. Justice Pigeon, however, was aware of another rule of interpretation: If it is possible, one has to interpret a legislative text so as to avoid declaring it not valid because of excess of jurisdiction. Nevertheless, the Supreme Court of Canada, in *McKay v. La Reine* (1965, R.C.S. 798, at p. 804), stated that this particular rule means that if a text is open to two interpretations—one that renders it valid, and another that would render it invalid—it is the former interpretation that should be accepted. This attitude is reflected in Art. 1020 of the Civil Code which reads:

> However general the terms may be in which a contract is expressed, they extend only to the things concerning which it appears that the parties intended to contract.

In the case at bar, stated Mr Justice Pigeon, there is nothing of this kind. The fact that the decree should not modify the statute is the only reason given for a departure from its literal interpretation. It has been noted that the rule pronounced in *McKay v. La Reine* is not that everything should be done in interpreting a statute to avoid making it invalid because of excess of jurisdiction, but that, being confronted with the possibility of two interpretations, the interpretation that would prevent invalidity should be chosen. Consequently, to apply this rule, it is essential to find first of all a valid reason for the departure from a literal interpretation, when such interpretation points to invalidity of the decree. In the case at bar, no such reason was given.

Is it possible to accept the argument that when the term "employer" was defined in the decree as "any person . . . owning or operating a commercial establishment subject" the decree referred in reality not to "any person" but to "any employer," and the wording actually used was prompted by the fact that the absence of employees is contrary to the meaning of "employer." If so, this would mean that each time a legislative definition is contrary to the ordinary meaning of the word, such definition could be interpreted in a sense that is other than literal, even when the definition was perfectly clear and unequivocal. Such an approach was not acceptable to Mr. Justice Pigeon.

Mr. Justice Pigeon stressed that, in the first place, the basic rule of interpretation is to find the intention of the legislator. This is done not by searching for what the legislator supposedly wanted to say, but by considering the text itself: "The question is not what may be supposed to have been intended, but what has been said." (*Toronto Railway Co. v. City of Toronto*, 37 S.C.R. 430 at p. 434).

In the second place, the very aim of legislative definitions is, generally speaking, to deviate from the ordinary meaning of a word. For example, in 1964, the Ontario legislature enacted that a longbow or a crossbow is a firearm within the meaning of the Game and Fish Act.

According to Mr. Justice Pigeon, there is no reason for rejecting the literal definition of "employer" that would include those who do not have employees. In this respect, there would be a similarity with the definition of a firearm which applies to a longbow or a crossbow.

It was Lord Halsbury who said that "the law is not always logical at all" (*Quinn v. Leathem*, 1901, A.C. 495, at p. 506). The duty to apply law as it was written signifies that, if the text is clear, the literal interpretation should not be discarded bacause it seems to be illogical.

With regard to the case at bar, Mr. Justice Pigeon noted that the definition of "employer" in the decree is exactly the same as the definition of the same word in the collective agreement whose terms were made obligatory. The provisions of the collective agreement were aimed at regulating the commercial establishments dealing with the retail food trade. Consequently, one finds provisions regarding the opening and closing hours in the agreement.

In addition, the collective agreement was aimed at those establishments that generally do not have employees, such as door-to-door salesmen. In the opinion of Mr. Justice Pigeon, within the context of the collective agreement, as it was submitted to the Minister of Labour with

request for juridical extension, it w
impossible to suppose that the definiti
of employer was worded for any oth
purpose than to subject to the propos
regulations all commercial establishmer
as defined, whether or not they have e
ployees, and also to bring under t
regulations regarding the opening a
closing hours those who work in the
own business as well as others. T
definition of the collective agreement bei
reproduced in the decree textually,
would be difficult to think that a differe
meaning was intended than that contain
in the text from which it was derived.

Decree Valid

Before concluding—as the minority
the Court of Appeal did—that a fault
the definition made the whole decree nu
and void, however, it is necessary
consider, since this is an accesso
provision and not the basic provisio
whether this has detrimental effects. T
only possible detrimental consequen
might be the result of the application
Art. 3.05 of the decree, which prohib
sales on Monday before 1 p.m., as
other provision of the decree is likely
be applied to those who are not employe
within the meaning of the statute.

But can it be assumed that Art. 3.
would be applicable to all employe
within the meaning of the decree? M
Justice Pigeon noted that the word "e
ployer" is not to be found in Art. 3.0
Consequently, the scope of the applic
tion of this provision is not evident
itself and should be determined accordi
to the context of the decree.

In the collective agreement, the te
regarding sales on Monday followed t
paragraphs regulating not hours of wor
but the hours of opening and closing. A
3.02 of the agreement stated this expressl
as well as the subparagraph betwe
paragraphs (c) and (d) of Art. 3.0
prohibiting the admission of a client
the store, or accepting an order by tel
phone "after the hour fixed for t
closing."

It would be logical to interpret t
disposition of Art. 3.05 of the decree i
the same way. But, in the decree, t
preceding paragraphs were modified an
are exclusively concerned with the wor
of the employees. In this new contex
there is no longer any reason to interpr
the text as applicable to the work effecte
by the employers when the new wording
the preceding paragraphs shows clearl
that the intention is to restrict the applica
tion of the regulation of the hours of wor
to those covered by the statute—that is t
the work of employees.

Mr. Justice Pigeon noted further tha
the statute includes artisan in the defin

ion of "employee" ("salarié"). Consequently, the decrees can certainly regulate the hours of work of artisans at the same time as the employees because they are "employees" within the terms of the statute.

Considering that, in the case at bar, it is sufficient to be able to decide that the definition of employer does not destroy the validity of the decree, to come to the conclusion that the provision regarding the Monday closing applies only to work done by employees, makes it unneccessary to consider whether those who operate the establishments and who are not employees could be considered as "employees" within the meaning of the statute. As it is, the decree does not define the term "salarié" but uses the term "employé," describing it in terms that do not include artisans.

The above observation helped Mr. Justice Pigeon to reject the objections formulated against Art. 2 of the decree regarding the definition of trade and the scope of the decree. In his opinion, the provisions of Art. 2 complete the definition of employer by helping to determine what are the establishments covered by the decree. Once it has been concluded that the definition of the employer did not make subject to the regulation of hours of work those persons who are not "employees" within the meaning of the statute, then the definition of a commercial establishment could not make the decree invalid.

The same applies to some expressions that one finds in the decree simply because not much attention was paid to the fact that the decree had the effect of replacing the regulation of the opening and closing hours of stores by the regulation of the hours of work of employees. For instance, reference is made to food products "whose sale is governed by this decree" (Art. 2.00, para. (b)), and the expression "closing time" (Art. 3.04, para (c)).

Duration of the Decree

Beside claiming the invalidity of the decree, Steinberg's contended that the decree ceased to apply starting June 1, 1967. The provision of the decree relevant to its duration contained in Art. 8.00 reads:

> The decree comes into force as of June 1 (1st), nineteen hundred and sixty-five (1965) and remains in force until June first (1st), nineteen hundred and sixty-six (1966).
>
> It automatically renews itself for one (1) year, unless one of the contracting parties gives the other a written notice to the contrary, no more than ninety (90) and no less than thirty (30) days prior to June 1 of each year. Such a notice must also be addressed to the Minister of Labour.

Steinberg's claimed that the second paragraph provided for only one renewal. Mr. Justice Pigeon admitted that Art. 8 was not well constructed, particularly considering the opening sentence of the second paragraph. On the other hand, the Steinberg interpretation is contradicted by the ending of the sentence that makes mention not of June 1, 1966, but of June 1 of "each year." The word "each" would be deprived of any significance by contending that the decree provided for only one renewal. As a matter of principle, such interpretation should be avoided and, according to Mr. Justice Pigeon, it has to be assumed that the decree was aimed at renewal each year for one year, and not at one renewal only.

Decree Not Discriminatory

The appeal to the Supreme Court of Canada against the judgment of the Court of Appeal was joined by employee associations at Steinberg's which asked that the injunction be quashed and that the decree be declared invalid. The primary contention of the associations was that the decree was discriminatory. They objected in particular to par. (c) of Art. 7.03, which deals with the general increase of actual wages, and par. (c) of Art. 7.04, which excludes from the increase of $2.50 a week those whose salaries were 20% higher than the rate provided in the decree. Art. 7.04 removed from the application of the article relating to salaries those employees who were governed by a collective agreement granting benefits that were at least equivalent to those provided by the decree.

Dismissing these objections, Mr. Justice Pigeon noted that there is nothing in the law that would define the manner in which the salaries could be regulated. There is no doubt that the decree could provide for basic rates, but there is nothing that prevents proceeding by increases. Incidentally, if the choice was made to proceed by increases, there is nothing preventing the increases from varying according to job classifications.

Further, Mr. Justice Pigeon stressed that one of the aims of the statute in question was to improve conditions of work thought to be unfavorable. Therefore, the decree could contain provisions providing for the increases in salaries of only those employees who were considered to be in an unfavorable situation. But Art. 13 of the Collective Agreement Decrees Act provided expressly for the employer the right to grant a higher salary or more extended advantages than those established by the decree. For these reasons, the Court of Appeal rightly rejected the intervention by Steinberg's employee associations, and Mr. Justice Pigeon dismissed the appeals of both Steinberg's and employee associations.

Mr. Justice Martland, with Justices Fauteux, Abbott and Ritchie concurring, agreed with the conclusions reached by Mr. Justice Pigeon, and also with his reasons. He differed from Mr. Justice Pigeon, however, on one point that did not affect the ultimate result.

He noted that the validity of the decree was challenged by reason of the definition of the word "employer" contained in it, and noted as well the use of that word in certain provisions of the decree that purported to apply it to establishments in which there were no employees, and to sales of merchandise not made by employees. It was submitted that a decree of this scope was beyond the powers of the Lieutenant-Governor in Council to enact under the provisions of the Collective Agreement Decrees Act, R.S.Q. 1964, c. 143.

Mr. Justice Martland quoted Sec. 2 of the Collective Agreement Act, which reads:

> The Lieutenant-Governor in Council may order that a collective agreement respecting any trade, industry, commerce or occupation shall also bind all the employees and employers in the Province, or in a stated region of the Province, within the scope determined in such decree.

Further, he quoted two definitions contained in the decree:

> *Employer:* The term "employer" designates any person, company or corporation owning or operating a commercial establishment subject to this decree.
>
> *Commercial establishment:* The term "commercial establishment" designates any establishment located within the territorial jurisdiction of this decree where food products are sold on a retail basis, for outside consumption.

Mr. Justice Martland noted that the word "employer," standing by itself, "would mean a person who employs the services of one or more other persons." This is the meaning of the definition of that word contained in the Collective Agreement Decrees Act, which reads:

> 1. (f) "employer" includes any individual, partnership, firm or corporation who or which has work done by an employee.

In his view the definition of "employer" contained in the decree should be construed according to the definition contained in the Act and could not extend to someone who is not an "employer" according to the Act. Such interpretation would conform to a rule of construction stated by Mr. Justice Cartwright (as he then was) in *McKay v. The Queen* (1965) S.C.R. 798:

> The second applicable rule of construction is that if an enactment, whether of Parliament or of a legisla-

ture, or of a subordinate body to which legislative power is delegated, is capable of receiving a meaning according to which its operation is restricted to matters within the power of the enacting body, it shall be interpreted accordingly.

The definition of the word "employer" used in the decree is capable of being interpreted as encompassing those persons, companies or corporations that have work done by employees, and which own or operate commercial establishments subject to the decree. Consequently, Mr. Justice Martland agreed with the view expressed by Mr. Justice Choquette in the Court of Appeal, who stated that the definition of the word "employer" in the decree could not modify the meaning of the term "employer" contained in Sec. 1 (f) of the Collective Agreement Act; that the former definition only specifies what kind of commercial establishment such employer, person, company or corporation should own or operate to be subject to the decree; that the "employer" remains, however, a person "who has work done by an employee."

Decision of the Supreme Court

The Supreme Court of Canada, in a unanimous decision, dismissed the appeal from the judgment of the Court of Appeal and upheld the validity of the decree as being applicable only to employers as defined in the Collective Agreement Decrees Act.

Steinberg's Limitée v. Le Comité Paritaire de l'Alimentation au Détail et al.; 68 CLLC, para. 14,122.

NOVA SCOTIA SUPREME COURT

Mr. Justice Cowan of the Trial Division of the Nova Scotia Supreme Court ruled on February 29, 1968 that an order issued by the Nova Scotia Labour Relations Board—certifying Local 13 of the Industrial Union of Marine and Shipbuilding Workers of Canada as a bargaining agent for certain employees of J. P. Porter Company Ltd., employed in the company's depot at Dartmouth, N.S.—should be quashed on the ground that the provincial board acted outside its jurisdiction.

The Court held that the company was mainly engaged in dredging, marine construction and salvage, and that the employees in question—who were employed at the company's depot at Dartmouth in the maintenance and repair of dredges and other floating craft belonging to the company—were employed upon or in connection with the operation of "works, undertakings, or businesses operated or carried on for or in connection with navigation and shipping," within the meaning of Sec. 53 of the federal Industrial Relations and Disputes Investigation Act.

Extent of Undertaking

The J. P. Porter Co. Ltd. was incorporated in 1946 under the federal Companies Act. Under its letters patent, it had been empowered to carry on business as a general contractor for the construction, erection, repair, alteration, maintenance and operation of public and private works of every description, and to engage in such work as towing, wrecking, salvaging, stevedoring, lightering, dredging, excavation and construction.

The main line of work carried on by the company was dredging, marine construction and salvage. Its activities are scattered all over eastern Canada, from Newfoundland to the Lakehead. To carry on its business, the company has 17 dredges of various types, 21 tugs, workboats and 40 other craft. One dredge, the *Lockeport*, has a crew of about 33 men; another one, the *Fundy*, has a crew of 27 men and, with its supporting tug, a total of 45 men.

The company also owns medium-sized tugs for dredging contracts, and its largest tug is used for coastal towing.

Some of the firm's dredges are kept in the Great Lakes area, but they are moved about over the waters forming part of and lying adjacent to the Atlantic Provinces, Ontario and Quebec. The number of men employed by the company varies from 100 to 700, depending upon the season of the year and the amount of work available.

For the purposes of maintenance, repair and rehabilitation of its dredges and floating craft, the company maintains three depots: one in Dartmouth, N.S., one in Hamilton, Ont., and one in Fort William, Ont. The one situated at Dartmouth is the largest, and employs about 60 persons in winter when regular employees are joined by crew members from the company dredges. The company constructs its dipper sticks, repairs buckets, makes tail shafts, and does other work for the floating equipment.

At the Dartmouth depot, the work done is not for the public, but solely to serve the company's floating craft in the Atlantic area. The crew members brought to the Dartmouth depot during the winter perform work of a type similar to that performed by the regular Dartmouth employees. Insofar as machinists and welders are concerned, they work either on the dredges or tugs, or at the Dartmouth depot as the need arises.

Collective Agreements with SIU

The company had two collective agreements with the Seafarers' International Union, effective until March 31, 1969. These agreements covered employees of the company on ships registered in Canada, as defined by the Canada Shipping Act, and on other water-borne engineering, construction and dredging plants in Canada. One agreement applied to ships and other plants operating in the Atlantic Provinces of Canada, and the second agreement applied to ships and other plants in other areas of Canada. The SIU is not certified by any labour board as a bargaining agent for employees covered by these two agreements.

After receiving an application from Local 13, Industrial Union of Marine and Shipbuilding Workers of Canada, the Nova Scotia Labour Relations Board pursuant to the Nova Scotia Trade Union Act, issued an order on October 5, 1967 certifying Local 13 as bargaining agent for a unit of employees of the J. P. Porter Company, employed at the company's Dartmouth depot and engaged in maintenance and repair of dredges and other floating craft belonging to the company.

The certified bargaining unit excluded foremen, office employees, licensed and unlicensed crew members who are regularly employed aboard dredges and other craft operated by the company, and employees excluded by clause (i) of paragraph (j) of Sec. 1 of the Nova Scotia Trade Union Act.

Certification Challenged

The company challenged the validity of the certification order by applying for a writ of *certiorari*, mainly on the following ground:

> The Order made by the Labour Relations Board (Nova Scotia) dated on the 5th of October, 1967 is *ultra vires* and beyond the jurisdictional powers of the Board and as provided by the Trade Union Act, Chapter 295 of the Revised Statutes of Nova Scotia, 1954, as amended, contrary to the provisions of the Federal Industrial Relations and the Disputes Investigation Act, ch. 152 R.S.C. 1952.

Coverage of the IRDI Act

At the hearing before Mr. Justice Cowan, the main contention submitted by counsel for the company was that the labour relations of the employees in question were covered by the provisions of the federal Industrial Relations and Disputes Investigation Act, and were therefore outside provincial jurisdiction.

Section 53 of the Act provides:

> Part I applies in respect of employees who are employed upon or in connection with the operation of any work, undertaking or business that is within the legislative authority of the Parliament of Canada including, but not so as to restrict the generality of the foregoing,
>
> (a) works, undertakings or businesses operated or carried on for or in connection with navigation and shipping, whether inland or maritime, including the operation of ships and transporta-

tion by ship anywhere in Canada;

and in respect of the employers of all such employees in their relations with such employees and in respect of trade unions and employers' organizations composed of such employees or employers.

The parties to the dispute agreed that, if the employees in question came within the provisions of Sec. 53, the Labour Relations Board of Nova Scotia had no jurisdiction to consider the application for certification under the Nova Scotia Trade Union Act.

The Stevedoring Case

The decision and reasoning of the Supreme Court of Canada in the case of *Reference re Validity of Industrial Relations and Disputes Investigation Act (Can.), and applicability in respect of certain employees of Eastern Canada Stevedoring Co. Ltd.* (L. G. 1955, p. 952) seemed to be relevant to the issue at bar.

Mr. Justice Cowan noted that, in that case, a majority of the judges of the Supreme Court of Canada upheld the constitutional validity of certain sections of the Act as being *intra vires* the Parliament of Canada, including Sec. 53, and held further that the application of such sections will depend upon the circumstances of any particular case.

Considering specific circumstances of the *Stevedoring* case, Mr. Justice Cowan noted:

- that the Eastern Canada Stevedoring Co. Ltd. was incorporated under the Companies Act of Canada;
- that it supplied stevedoring and terminal services in Toronto consisting exclusively of services rendered in connection with the loading and unloading of ships;
- that these services were rendered pursuant to contracts with seven shipping companies to handle all loading and unloading of their ships arriving and departing during the season; and
- that all such ships were operated on regular schedules between ports in Canada and ports outside Canada.

The majority of the judges held that Sec. 53 of the Act applied to employees in Toronto of the Eastern Canada Stevedoring Co. Ltd. Mr. Justice Rand dissented and held that, on the evidence submitted, the Act did not apply to the employees of the company. Mr. Justice Locke dissented in part, holding that the Act applied to the stevedores but not to the office staff of the company.

Scope of Section 53 of the Act

Mr. Justice Cowan noted that Sec. 53 restricts the application of sections in Part I of the Act in general terms to "any work, undertaking or business that is within the legislative authority of the Parliament of Canada," including the matters within par. (a) quoted earlier.

Further, Mr. Justice Cowan observed that par. (a) is referable to head 10 of Sec. 91 of the BNA Act, "Navigation and Shipping," subject to the reservation that, "in some particulars, a provincial Legislature has jurisdiction over ferries or ships plying only between points within the limits of the Province but, even there, questions may arise in connection with particular employees because the power to control the class of subjects falling within "Navigation and Shipping" is to be widely construed: Kerwin, C.J.C. [1955] 3 D.L.R. at pp. 729-30, *Paquet v. Corporation of Pilots of Quebec Harbour*, 54 D.L.R. 323, [1920] A.C. 1029; *City of Montreal v. Montreal Harbour Commissioners*, [1926] 1 D.L.R. 840, at p. 848, 47 Que. K.B. 163, [1926] A.C. 299, [1926] 1 W.W.R. 398."

Question at Issue

Considering the above, the question to be determined in the case at bar was whether the company's employees at the Dartmouth depot were employed "upon or in connection with the operation of any work, undertaking or business operated or carried on for or in connection with navigation and shipping."

Dartmouth Depot Operations

Mr. Justice Cowan distinguished two aspects in the operations of J. P. Porter Company. He was of the opinion that operation by the company of its ships and water-borne engineering, construction and dredging plant constituted a work, undertaking or business operated or carried on for or in connection with navigation and shipping within the scope of Sec. 53 (a) of the IRDI Act. The question before him to decide was whether the operation of the Dartmouth depot, and particularly the persons employed there, also came within the scope of application of Sec. 53 (a).

The union argued that the work of the employees in question was similar to that performed by employees in any shipyard engaged in ship repair and maintenance work with respect to ocean-going ships. This implied that the labour-management relations of the employees in question were outside federal jurisdiction.

IRDI Act Applicable

Mr. Justice Cowan rejected the union's contention. He noted that the majority of the Supreme Court of Canada, in the Eastern Canada Stevedoring Co. case, held that the mere fact that the stevedoring work was carried on by a company that was not the same company as that which carried on the business of operating the ships in question did not prevent employees of the stevedoring company from being employed upon or in connection with the operation of a work, undertaking or business operated or carried on for or in connection with navigation and shipping.

The crucial test was whether the work done was "an essential part of navigation and shipping . . . essentially connected with the carrying on of the transportation by ship." On this point, Mr. Justice Taschereau stated:

> The transportation of goods by water by means of ships, is an operation entirely dependent on the services of the stevedores of the company and both are so closely connected that they must be considered as forming part of the said business.

In the same judgment Mr. Justice Kellock stated: The question therefore arises as to whether the work of stevedoring falls within head (10) of Sec. 91. In my opinion, this head of jurisdiction extends to all matters connected with a ship as an instrument of navigation and transport of cargo and passengers. The jurisdiction must extend to stowage and, in my opinion, to loading and discharge also, which operations have been traditionally the responsibility of the ship and carried out under the direction of the master.

Mr. Justice Estey, discussing the meaning of the phrases "upon or in connection with" and "on for or in connection with," said:

> . . . these words must be read and construed in association with the other language of the section and, indeed, with that of the Act as a whole. When so read I do not think they could be construed to include more than that which would form an integral part or be necessarily incidental to the work, undertaking or business that was within the legislative competence of Parliament.

Mr. Justice Cowan reached the conclusion that the work of the employees at the Dartmouth depot was an integral part of the operation by the company in question of its ships and water-borne engineering, construction and dredging plant, and that the employees in question were employed upon or in connection with the operation of a work, undertaking or business operated or carried on for or in connection with navigation and shipping.

He found that it was of importance that the Company operated the ships and water-borne engineering, construction and dredging plant and that the employees in question had been employed at its Dartmouth depot for the express purpose of maintaining, repairing and keeping in operation such ships and plant.

To illustrate his point, Mr. Justice Cowan gave two examples.

In the first, he stated that the employees of a chartered bank come within the provisions of Sec. 53 of the IRDI Act. Supposing that the bank engages a separate company, or itself forms a separate company, for the purpose of providing security services such as transporting securities, currency and coins, then, in Mr. Justice Cowan's view, the employees of the security service company would not come within the terms of Sec. 53, since their employer, the security service company, would not be carrying on a work, undertaking or business that is within legislative authority of the Parliament of Canada.

If, however, the chartered bank itself engaged employees, operated trucks and other equipment, and provided the security service itself, then the employees so engaged would come within the provisions of Sec. 53. They would then be employees who were employed upon or in connection with the operation of a work, undertaking of business that is within the legislative authority of the Parliament of Canada.

In his second example, Mr. Justice Cowan pointed out that, if a railway company operates its own maintenance yards, the employees in those yards come within Sec. 53. On the other hand, if a company does not operate a railway, but builds, repairs and maintains railway equipment used by railway companies, such a company does not, for the purposes of regulation of labour relations, come within the terms of Sec. 53.

Not Applicable

Mr. Justice Cowan considered the decision of the Court of Appeal of Ontario in *Underwater Gas Developers Ltd. v. Ontario Labour Relations Board* (L. G. 1960, p. 1300) and found it not applicable to the situation at bar. He noted that the main object of the company in question was the establishing and servicing of offshore oil and gas drilling sites in Lake Erie.

The use of ships and boats for transporting men and materials to the sites, for servicing the crews operating the drilling rigs and for welding the necessary pipin was merely incidental to its operatio The company was not engaged in navig tion and shipping in the sense in whic those words are used in Sec. 91(10) of th BNA Act. In addition, the Ontario Cou of Appeal held that the operations of th company were solely intraprovincial an of a purely local nature.

Decision of the Court

In conclusion, Mr. Justice Cowan hel that the Nova Scotia Labour Relation Board was not acting within its jurisdic tion when, on October 5, 1967, it issue an order certifying Local 13 of the In dustrial Union of Marine and Shipbuild ing Workers of Canada as a bargainin agent for certain employees of J. P. Porte Company Limited employed at its Dar mouth depot. Consequently he woul quash the certification order on *certiorar Regina v. Nova Scotia Labour Relation Board, Ex parte J. P. Porter Co. Ltd* (1968) 68 D.L.R. (2d), Part 7, p. 613.

Recent Regulations Under Provincial Legislation

New minimum wage orders have been gazetted recently in Newfoundland, Prince Edward Island, Saskatchewan and Quebec. In addition, Quebec has changed the levy imposed on employers by the Minimum Wage Commission for purposes of defraying the expenses of the Commission.

After receiving the report and recommendations of the Royal Commission on Minimum Wages, the Newfoundland Government increased minimum rates substantially, effective May 1, 1968. These were the first increases to be made in five years.

The minimum wage was increased to $1.10 an hour for men and to 85 cents an hour for women. These rates apply to workers over 19. Male employees between the ages of 16 and 19 are to receive 70 cents an hour, and female employees in the same age group must be paid 50 cents an hour. The previous rates were 70 cents an hour for men and 50 cents an hour for women, and these rates applied to all workers over 17.

Domestic servants, and employees engaged in farming and market gardening are excluded from the coverage of the order, as before.

An overtime rate of at least one and one-half times the minimum rate must be paid for all hours worked in excess of 48 in a week. Employees engaged in fish processing have been excluded from this requirement. The overtime provisions apply to all other employees other than shop assistants, who are covered by the Hours of Work Act, 1963.

The minimum wage order was issued as Nfld. Reg. 32/68, gazetted April 29.

PRINCE EDWARD ISLAND

Prince Edward Island, which for some years has had a province-wide rate applicable to men only, introduced a general minimum wage order for women. The minimum rate takes effect in three steps over a period of one year. The order was gazetted on June 29, 1968 and was made effective from July 1, 1968.

All women workers in the province are covered, except farm labourers and domestic servants in private homes, who are excluded from the Women's Minimum Wage Act. The only women previously covered were waitresses and cashiers in restaurants in Summerside, waitresses in restaurants in Charlottetown, and laundry workers throughout the province.

As of July 1, 1968, the minimum wage for women is 80 cents an hour, increasing to 85 cents on January 1, 1969 and to 95 cents on July 1, 1969. The minimum wage for men is $1.10 an hour.

Rates of five cents below the general minimum may be paid to inexperienced workers for a probationary period of 30

days, and to students who work a minimum of 28 hours a week or full-time from May 15 to September 15 or during Christmas and Easter vacations.

An overtime rate of not less than one and one half times the minimum rate must be paid for all hours worked in excess of 48 in a week or the normal hours worked, if less.

Employees hired on a seasonal basis during the harvesting and processing season may work a maximum of 54 hours a week. Work in excess of 54 hours is to be paid for at a rate of one half times the minimum rate. In all such cases, the employer must submit a statement before the work starts, describing the work and stating the time period during which the work is to be undertaken.

The order does not apply to persons whose wages are fixed under the Industrial Relations Act.

Employers must not deduct more than $10 a week for board and lodging, $7 for board only, $3 for lodging only, or 40 cents for a single meal. No charge may be made for a meal not received.

Handicapped employees must be paid the minimum rate unless a permit setting a lower wage has been issued by the Labour Relations Board. A written application must be made by the employer in each specific case.

The Prince Edward Island general order governing male workers was amended by an order gazetted April 13, 1968. The section covering handicapped employees is identical with the section in the women's minimum wage order as described above. Previously, handicapped employees receiving financial assistance or compensation for disability had to receive a wage that, together with the assistance, equalled the minimum wage.

SASKATCHEWAN

Saskatchewan replaced and consolidated its minimum wage orders, effective October 1, 1968. The orders were gazetted July 5, 1968. As recommended by the Minimum Wage Board, the rate for most employment is now set on an hourly basis. Formerly, a weekly rate was set for full-time workers. Minimum wage rates are increased for most employment

The two general orders, one for the cities (Sask. Reg. 242/68) and one for the rest of the province (Sask. Reg. 243/68) cover all employees except domestic servants, agricultural employees, firemen in cities of over 10,000, nurses and students in hospitals, employees of rural municipalities employed solely on road maintenance, and employees subject to special orders. Managerial employees are no longer excluded.

The general orders establish a minimum wage of $1.05 an hour in the cities, and 95 cents an hour elsewhere in the province, for employees 17 years of age and over; employees under 17 are to receive 95 cents an hour in the cities, and 90 cents an hour elsewhere in the province. The previous rates for these groups were $40, $38, $38 and $36 a week.

Special rates have been eliminated for part-time workers, delivery boys and messengers, and drivers of trucks weighing less than 7,500 pounds.

The order governing construction, well drilling and truck drivers (Sask. Reg. 244/68) sets a minimum wage of $1.25 an hour. The former rates were $1.20, $1.15 and, for truck drivers, $1.20, or 3½ cents per mile, if greater.

The order applies to construction workers whose earnings are calculated on an hourly basis, employees engaged in the operation of a well-drilling rig, and drivers of trucks that have a gross weight exceeding 7,500 lbs. The previous order governing well drilling excluded persons employed on a core-drilling rig, in well servicing and in the geophysical or seismographic survey industry; the order governing truck drivers included helpers and swampers.

The logging and lumbering order (Sask. Reg. 245/68) also establishes a minimum of $1.25 an hour, with $185 a month for cooks, cookees, bull cooks and watchmen. The former rates were $1.05 an hour and $165 a month. The amount that may be charged for board and lodging has been increased from $2 to $2.50 a day. The requirement that employees had to be paid at regular rates while waiting on the job, or while travelling from the employer's premises to the place of work, has been deleted.

The order governing janitors and caretakers in residential blocks (Sask. Reg. 246/68) and the one governing statements of earnings (Sask. Reg. 249/68) were reissued without change. Full-time janitors, employed by the same employer for 48 hours a week or more, continue to have a minimum wage of $50 a week, and part-time employees, $1.15 an hour.

The public holidays provisions, previously incorporated in each order except the one governing janitors, have now been issued as a separate order (Sask. Reg. 247/68). Previously, four separate orders governed hotels and restaurants, and educational institutions, hospitals and nursing homes in cities and in the rest of the province. The employees covered by these orders are now covered by the general order. Some special provisions contained in the four previous orders, however, have been incorporated in a special order (Sask. Reg. 248/68). The special provisions concern working shifts, transportation for female employees at night, minimum age for employment, uniforms, meal periods, and deductions for board and lodging.

The order governing places of amusement has not been reissued. The persons previously covered by the order now come under the general orders.

QUEBEC

Quebec reissued three of its minimum wage ordinances: General Ordinance No. 4, Ordinance No. 5 governing service establishments, and Ordinance No. 8 governing hotel trade establishments. The minimum wage rates were increased, effective November 1, 1968.

The general ordinance increased rates by 20 cents an hour in Zone I, the greater Montreal area, and by 15 cents an hour in Zone II, comprising the rest of the province. As a result, the minimum wage is $1.25 an hour in Zone I and $1.15 in Zone II. Employees under 18 are to receive $1.05 and 95 cents an hour, and employees on probation during the first 60 days of employment are to receive $1.15 and $1.05 an hour.

Minor changes were made in the coverage of the ordinance. Patients of paychiatric hospitals released to an employer for social rehabilitation purposes are not covered. This group is also excluded from the service establishments ordinance. Student nurses and students employed in a vacation camp, or carrying out a recreational or educational program for children, are no longer excluded from the coverage of the general ordinance. The service establishments ordinance, however, continues to exclude them.

Several groups previously excluded from the overtime provisions are not referred to by the new ordinance—namely, watchmen with free lodgings, security guards, and employees covered by collective agreements providing a normal workweek exceeding 48 hours until the expiration of the contract. Employees paid a fixed weekly, monthly or annual salary of at least $80 a week in Zone I and $70 a week in Zone II are excluded. The previous amounts were $70 and $60. All three ordinances now state that wages paid in cash must be issued in a sealed envelope.

The service establishments ordinance increased the minimum wage rates by 10 cents an hour. The new rates are $1.10 an hour in Zone I and $1 in Zone II. Employees under 18 are to receive 85 cents and 80 cents an hour, and employees on probation for the first 60 days are to receive 95 cents and 90 cents an hour.

The coverage of the ordinance was extended to include delivery services, shoe repair and shoeshine services, and clothes laundering, cleaning and pressing services.

Persons paid a fixed weekly, monthly or annual salary of at least $75 a week in Zone I and $65 a week in Zone II are

excluded from the overtime provisions of the service establishments and hotel trades establishments ordinances. The previous amounts were $70 and $60 a week.

The hotel trades ordinance also increased minimum rates by 10 cents an hour. It set new rates of $1.05 in Zone I and $1 in Zone II. Employees on probation for the first 60 days of employment are to receive 95 cents and 90 cents an hour. Rates are set for the first time for employees under 18, who are to receive the same minimums as probationary employees. Watchmen with free lodging are to receive $55 and $50 a month, an increase of $5 a month. The ordinances were gazetted July 20, 1968.

Quebec has also issued an Order in Council (No. 422) approving Bylaw No. 1 of the Minimum Wage Commission. The bylaw changed the levy imposed on employers and consolidated three separate levy bylaws. The moneys obtained by the levy are used to defray the expenses of the Commission.

As previously, the levy is one-tenth of one percent of the yearly wages paid to employees. The maximum wage subject to the levy was increased from $5,000 to $8,000, and the minimum of $3,000 below which employers did not have to pay the levy was deleted.

The bylaw applies to professional employers made subject to the levy by the Minimum Wage Act or governed by an ordinance of the Commission. The wages of all their employees, save those of agricultural workers, domestic servants or employees governed by collective decrees, are subject to the levy.

The levy is based on wages payable from January 1, 1968 of each calendar year to employees governed by an ordinance of the Commission, no matter where the work is performed, or whether the wages are higher than the minimums established by the ordinance.

All wages and benefits are subject to the levy, especially:

(a) the amounts payable as indemnity in lieu of notice and at the time a labour contract is annulled;

(b) holiday pay, sick-leave pay, bonuses and living allowances, and other compensation of a pecuniary value;

(c) $8,000 per employee for the employees who received wages higher than this sum during a levy period.

If the wages were earned with the help of machinery or horses, however, a deduction of 30 per cent shall be granted for the levy period. The sums due for a year are payable on March 10 of the following year, and payment must be accompanied by a report.

Any employer whose pay periods do not coincide with the calendar month may, until the Commission decides otherwise, include in one levy period the pay period not completed, and exclude it from the next one.

The bylaw was gazetted March 9, 1968, and is effective from January 1, 1968.

Mine Workers Union Expels District 50

An affiliate of the United Mine Workers of America (Ind.), the 225,000-member District 50 has been expelled from the UMW for advocating the increased use of nuclear energy.

The UMW stated that its first duty was to protect the jobs of coal miners, but it was concerned also about possible contamination and the disposal problems of radio-active wastes.

There are 20 UMW locals in Canada, their membership totalling 7,275. District 50 has 135 locals in Canada, and a total of 11,730.

Insurance Registrations And Other UIC Statistics

On July 31, insurance books or contribution cards had been issued to 4,556,761 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1967.

On the same date, registered employers numbered 390,693, a decrease of 3,330 since June 30.

There were 10,355 investigations conducted by enforcement officers across Canada during July. Of these, 8,596 were spot checks of claims to verify the fulfilment of statutory conditions, and 488 were miscellaneous investigations. The remaining 1,271 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were commenced in 162 cases, two against employers, 158 against claimants, and two against others.* This does not include employer prosecutions commenced by the Revenue Branch.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 363.*

Revenue received by the Unemployment Insurance Fund in July totalled $30,406,144.71 compared with $36,345,754.99 in June and $31,929,763 in July 1967.

Benefits paid in July totalled $18,858,223.87 compared with $23,400,578.10 in June and $17,743,009.39 in July 1967.

The balance in the Fund on July 31 was $290,658,949.69 compared with $279,111,028.85 on June 30 and $272,388,344.87 on July 31, 1967.

*These do not necessarily relate to the investigations conducted during this period.

Safety

Continued from page 694

affected by them. Then, a general meeting should be held for detailed discussion of the proper rules, in order to ensure that the proposals are practical, and that they will not impose undue hardship upon the employer, while at the same time assuring the desired safety level for workers.

In Mr. Martin's opinion, regulations developed by committee tend to be compromises with limited value. A number of people do contribute, but one person must co-ordinate and have ultimate responsibility. "The co-ordinator in this situation must not be just a secretary but rather a person of technical competence, with experience in the development of regulations and with a good general understanding of the legal factors involved."

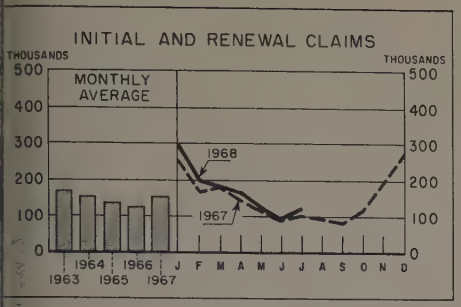
To be effective, safety regulations must be technically sound, and Mr. Martin suggested that they be checked with the National Research Council, federal and provincial health departments, industrially sponsored safety organizations, international labour and standards organizations, and individuals employed in private enterprise.

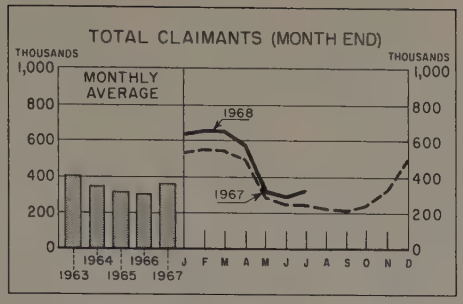
Once the regulations have been developed, they must be kept up-to-date. "I would recommend that, whenever possible, provision be made in the enabling legislation for the approval of regulations at the departmental level by the Minister concerned. For this reason, it is advisable that regulations and legislation not be included together in the same Act."

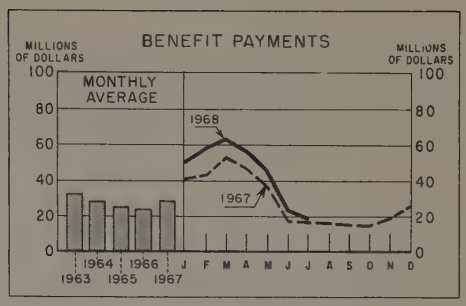
In the formulation of new provisional safety regulations, Mr. Martin said, the federal Government is trying to adapt existing provincial regulations. This technique was employed to preserve, to the extent that it was consistent with federal policy, the technical content of the provincial regulations, and to permit employment of provincial inspectors in the federal field of jurisdiction with the minimum of difficulty.

This has been done in formulating regulations pertaining to Cape Breton coal mines, boiler and pressure vessels and elevating devices. In progress are grain elevator and general safety regulations that will follow the same procedure.

The new regulations come under the Canada Labour (Safety) Code (L. G., Feb. 1967, p. 82), from which the Canada Department of Labour derives its authority to prescribe employment safety regulations. The Code, which came into effect at the beginning of the year, applies to all enterprises subject to federal jurisdiction. It covers about 750,000 persons employed by more than 7,000 corporate entities and about 100 federal departments and agencies.







Unemployment Insurance Report — July

Claimants for unemployment insurance benefit numbered 321,000 on July 31, 1968. This is 30,000 more than the total of 291,000 on June 28, and almost 75,000 higher than the figure of 246,000 reported on July 31, 1967.

Males accounted for two thirds of the 140,000 claimants who came on claim during the month and were still reporting at the monthend. They accounted for a smaller proportion at 56 per cent of those on continuous claim for five weeks or longer, however. The large number of men on claim for one to four weeks is due, in part, to the incidence of temporary layoffs, particularly among production employees in the automotive industry and to annual holiday shut-downs.

A total of 124,000 initial and renewal claims were filed in local offices across Canada during July, compared with 93,000 in June and 102,000 in July 1967. More than 90 per cent of the claims filed during each of the three months under review represented separations from employment during the month.

The average weekly number of beneficiaries was estimated at 148,000 for July, 229,000 for June and 180,000 for July 1967. Benefit payments amounted to $18.9 million in July compared with $23.4 million in June and $17.7 million in July 1967. The average weekly payments for these three dates were $25.51, $25.57 and $24.64 respectively.

All provinces with the exception of Newfoundland, New Brunswick and British Columbia reported increases in the number of claimants during the month. The largest increase, 27 per cent, occurred in Ontario, which reflects the temporary layoffs and annual holiday shut-downs referred to above.

In contrast to the end of July 1967, increases were reported in all provinces. Proportionately large increases, ranging from 63 to 70 per cent, were shown in the Prairie Provinces. Nova Scotia and New Brunswick, with 19 per cent, and Ontario, with 20 per cent, were the only provinces reporting lower rates of increase than the national level. The yearly increases can be attributed, in part, to labour disputes and strikes.

The number of claims filed in July was higher than in June for all provinces, with the exception of Newfoundland, where a decline occurred. The number in Ontario, where most claims were filed, increased by 62 per cent. The number in Prince Edward Island and Nova Scotia ranked next, with increases of 39 and 34 per cent respectively.

Compared with one year ago, the number of claims was higher across the country. The Prairie Provinces and Prince Edward Island had the largest percentage increases, ranging from 66 to 80 per cent. The lowest rates of increase occurred in Newfoundland, at 5 per cent, and Ontario, at 11 per cent.

A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Unemployment Insurance
and Manpower Section
Dominion Bureau of Statistics

Summary Table

Activity	*July 1968*	*June 1968*	*July 1967*	*Cumulative data 1968: January to July*	*Cumulative data 1968: 12 months ending July*
		(in thousands)			
Insured population as at monthend	—	4,904	4,803	—	—
Initial and renewal claims filed					
Total	124	93	102	1,183	1,937†
Initial	85	66	66	886	1,432†
Renewal	39	27	36	297	506†
Claimants currently reporting to local offices	321	291	246	494*	415*
Beneficiaries (weekly average)	148	229	180	398*	304*
Weeks compensated	739	915	720	12,095	15,853
Benefit paid	$18,858	$23,401	$17,743	$318,900	$413,481
Average weekly benefit	$ 25.51	$ 25.57	$ 24.64	$ 26.37	$ 26.08

*Monthly average.
†Discrepancy between total and subtotals is due to rounding.

Cases Nos. 114 to 116

Canadian Railway Office of Arbitration Releases Decisions in Three Disputes

Three disputes were heard by the Canadian Railway Office of Arbitration at hearings in Montreal, September 10, 1968. The disputes concerned a yardman's claim for time-and-a-half for working as a yard foreman 7½ hours after working as a yard worker; an engineer who failed to switch a train; and a clerk who claimed call-out compensation. The arbitrator was J. F. W. Weatherill, who replaced J. A. Hanrahan as the full-time arbitrator on July 1.

The arbitrator allowed one claim and disallowed the others. Summaries of the three cases, Nos. 114, 115, and 116, follow.

CASE No. 114

Dispute between the Toronto, Hamilton and Buffalo Railway Company and the Brotherhood of Railroad Trainmen over a yardman's claim for time-and-a-half for working as a yard foreman after working earlier in the day as a yard helper.

A yardman, working from the spare list, worked as a yard helper from 8 a.m. to 4 p.m., at which time he was put back on the spare list. He was called later and worked as a yard foreman starting at 11.30 p.m. the same day. He was paid at the pro rata rate for the earlier job and claimed time and a half for working the second job.

The brotherhood claimed that he was entitled to time and a half under provisions of an article in the collective agreement. The company declined to pay the claim, saying that the yardman was exercising his seniority in working the second job.

The article in the collective agreement says: "Yardmen assigned to regular shifts who are required to work in excess of eight consecutive hours, or who are required to commence work on second tour of duty within 24 hours of the starting time of the preceding shift paid for at pro rata rate, will be paid for time worked in excess of eight hours continuous service and for the second tour of duty at one and one-half times the pro rata rate."The next part of the article says that "Spare or extra yardmen who are required to work in excess of eight consecutive hours, or who are required to commence work on a second tour of duty within a 24-hour period without an interval of eight hours or more having intervened between the completion of work on the previous yard job and the time required to report for work on a second yard job, will be paid for time worked in excess of eight hours' continuous service and for the second tour of duty at one and one-half times the pro rata rate." A further section of the article declares that the preceding would not apply "when exercising seniority rights."

The grievance was allowed. The arbitrator said that the interval between the grievor's first and second tour of duty was less than eight hours and that it was not proved that the yardman was exercising seniority rights.

CASE No. 115

Dispute between the Canadian Pacific Railway Company (Prairie Region) and the Brotherhood of Locomotive Engineers concerning discipline of five demerit marks assessed an engineer for "failure to carry out instructions with regard to switching" a train.

An engineer handling a train arrived at his destination, where he was given a message to switch the train. He did not switch the train, but proceeded to the booking-in point and booked rest when he was relieved by the outgoing engineer. He was assessed five demerit marks. The brotherhood contended that there was no offense and that the discipline was in violation of an article of the collective agreement. The company would not remove the discipline.

The article states that the "engineer will not be required to leave terminal until he has had at least eight hours rest, if requested, but such rest must be booked on arrival. . . . Train may be laid up for engineer to obtain rest between terminals, after he has been on duty 12 hours, upon advice to train dispatcher."

The arbitrator said that the message given to the engineer was a properly authorized order relating to switching in the yard. In his reading of the article, the arbitrator found that it did not apply to this case, because the engineer was not required to take a train out of the terminal, and he had been on duty for only s hours and 10 minutes when he was ask to do the switching.

Other articles of the agreement s that, in some circumstances, engineers incoming trains may be required perform certain yard switching. "It is n conclusion that he was required to car out those instructions, and, accordingl the discipline was properly imposed. T discipline—five demerit marks—was of relatively minor nature, and there is issue as to its extent."

The grievance was dismissed.

CASE No. 116

Dispute between Canadian National Railways and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees *ex parte* concerning a claim by a shop accountant clerk for call-out compensation.

A clerk claimed call-out compensatio relating to two occasions on which he w entitled to be called to work, but was n called. No issue was raised as to wheth he was entitled to be called out and the was work to be done at 7 p.m. one evenin and later the same night a 3 a.m.

The company did try to locate the cle on the first occasion, but was unable do so. The grievor's personal file liste another town as his home, but gave n local address or phone number. The com pany tried to locate the boarding house which he was said to live. So, two oth employees were called, recalled at 3 a and picked up by a taxi.

The arbitrator said, "I am satisfied tha both the supervisor and the grievor fellow employees made a sincere effort locate [the grievor] at this time, and tha these efforts were the only reasonable on at this time. No purpose would have bee served in repeating these futile efforts f the 3 a.m. call."

The grievance was dismissed, but th arbitrator said that the company did n substantiate an allegation that the grievo had failed to supply his address and phon number, although the company said h had been requested to so at the beginnin of 1968.

Publications Received In the Department of Labour Library

List No. 237

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

Annual Reports

1. CALIFORNIA. DIVISION OF LABOR STATISTICS AND RESEARCH. *Union Pay Rates and Supplemental Benefits in Selected Collective Bargaining Agreements; January 1, 1968*. San Francisco, 1968. Pp. 21.
Cover-title of January 1, 1968 report: *Union Pay Rates and Supplemental Benefits, Ten California Cities.*

2. CANADA. PUBLIC SERVICE COMMISSION. *Annual Report, 1967*. Ottawa, Queen's Printer, 1968. Pp. 49.
English and French on opposite pages.

3. CANADA. BUREAU DE LA MAIN-D'OEUVRE FÉMININE. *Faits et données, la main d'oeuvre féminine* [*1967*]. Ottawa, 1968. Pp. 16.
Texte en français et en anglais.
CANADA. WOMEN'S BUREAU. *Facts and Figures, Women in the Labour Force* [*1967*]. Ottawa, 1968. Pp. 16.
English and French, the latter reversed with separate title page.

Business

4. INTERNATIONAL LABOUR OFFICE. *Creating a Market*. Geneva, 1968. Pp. 180.
"An I.L.O. programmed book."

5. U.S. SMALL BUSINESS ADMINISTRATION. *Starting and Managing a Swap Shop or Consignment Sale Shop*, by Henry H. Ware. Washington, GPO, 1968. Pp. 78.
"Swap shops and consignment-sale shops . . . act between two individuals—one with something to sell (or barter) and another who wants to acquire it by purchase or barter."
Contents: First cousins to a secondhand store. The shop and its equipment. What will you swap/or sell? The rules of the house. In a consignment-sale shop. In a swap shop. Markdowns and sales—mostly swap shops. The people in your shop. Getting people into your shop. Where to get more information.

Collective Agreements

6. BRITISH COLUMBIA. DEPARTMENT OF LABOUR. RESEARCH BRANCH. *A Survey of Collective Agreements in British Columbia, 1966/67*. Victoria, 1968. Pp. [38].

7. ONTARIO. DEPARTMENT OF LABOUR. RESEARCH BRANCH. *Ontario Collective Agreement Expirations, 1968*. Toronto, 1968. Pp. 175.

8. QUINET, FELIX. *Evolution des techniques et conventions collectives de travail; causerie prononcée . . . devant les membres du Club Lions de la Ville de Hull, le 30 mai 1968*. [Ottawa, Ministère du Travail, 1968]. Pp. 8.

Conferences

9. CANADIAN BAR ASSOCIATION. *Papers presented at the Annual Meeting 1967, Quebec City, Quebec*. Don Mills, Ontario, CCH Canadian Limited, 1968. Pp. iv, 243.
"Consolidated index, papers presented at annual meetings, the Canadian Bar Association, 1954-1967": p. 233-243.
Some of the topics covered in these papers were air law, the Canadian constitution, compulsory arbitration, maritime law, and the report of the Carter Royal Commission on Taxation.

10. INTERNATIONAL LABOUR CONFERENCE. 51st, Geneva, 1967. *Record of Proceedings*. Geneva, International Labour Office, 1968. Pp. 892.

11. STUDY CONFERENCE FOR SENIOR MANAGEMENT, UNIVERSITY OF ADELAIDE. 4th, 1966. *Consumer Credit and its Effect on the Community; Proceedings . . .*

Wednesday, 17th August, 1966. [Adelaide, Australian Institute of Management, Adelaide Division, 1967 ?]. Pp. 53.

Conference conducted jointly by the Australian Institute of Management, Adelaide Division and the Commerce Department of the University of Adelaide.

Contents: The role of consumer credit in the developing Australian economy. The role of consumer credit in effective marketing. Management problems arising from the use and growth of consumer credit.

Employment Management

12. HARVARD BUSINESS REVIEW. *How Successful Executives handle People; 12 Studies on Communications and Management Skills.* [Rev. ed. Boston ?. n.d., 1965 ?]. Pp. 148.

Three of the articles in this edition appeared in the earlier (1960) edition; the rest are published in this form for the first time. "Contents of this book copyrighted 1951-1965".

Contents: Clear communications for chief executives, by Robert N. McMurray Organizational effectiveness under stress, by Chris Argyris. What killed Bob Lyons ? By Harry Levinson, Listening to people, by Ralph G. Nichols and Leonard A. Stevens. Barriers and gateways to communications, by Carl R. Rogers and F. J. Roethlisberger. The power to see ourselves, by Paul J. Brouwer. Discipline without punishment, by John Huberman. Who are your motivated workers ? By M. Scott Myers. The dynamics of subordinacy, by Abraham Zaleznik. Making human relations work, by Elizabeth and Francis Jennings. Diagnosing interdepartmental conflict, by John A. Seiler. Positive program for performance appraisal, by Alva F. Kindall and James Gatza.

Great Britain. National Board for Prices and Incomes

The following nine reports were issued by the National Board for Prices and Incomes of Great Britain and published by Her Majesty's Stationery Office in London between 1965 and 1968.

13. *Armed Forces Pay.* 1966. Pp. 7. Its Report No. 10.

14. *Distribution Costs of Fresh Fruit and Vegetables.* 1967. Pp. [24]. Its Report No. 31.

15. *Pay of the Higher Civil Service.* 1966. Pp. 5. Its Report No. 11.

16. *Post Office Charges.* 1968. Pp. 90. Its Report No. 58.

17. *Prices of Bread and Flour.* 1965. Pp. [20] Its Report No. 3.

18. *Prices of Standard Newsprint.* 1967. Pp. [21]. Its Report No. 26.

19. *Salaries of Staff employed by the General Accident Fire and Life Assurance Corporation Limited.* 1967. Pp. 17. Its Report No. 41.

20. *Wages and Conditions in the Electrical Contracting Industry.* 1966. Pp. [32]. Its Report No. 24.

21. *Wages, Costs and Prices in the Printing Industry.* 1965. Pp. [32]. Its Report No. 2.

Industrial Relations

22. GREAT BRITAIN. ROYAL COMMISSION ON TRADE UNIONS AND EMPLOYERS' ASSOCIATIONS. *Report.* London, HMSO, 1968. Pp. ix, 351, [1].

Chairman: The Rt. Hon. Lord Donovan. Appendix 3: List of witnesses who gave oral evidence, p. 334-336. Appendix 4: Research papers published by the Royal Commission, p. 337. Index to report: p. 349-[352].

The Commission examined the relationships between employer and employee, the work of trade unions and employers' associations, and, indirectly, was involved in investigation of collective bargaining and of the State's role in industrial relations. Partial contents: The system of industrial relations. The reform of collective bargaining. The extension of collective bargaining. The efficient use of manpower. Strikes and other industrial action. The enforcement of collective agreements. Safeguards for employees against unfair dismissal. Labour Tribunals. Safeguards for individuals in relation to trade unions. Trade unions. Employers' associations. Changes in the law. Workers' participation in management.

23. TURNER, HERBERT ARTHUR. *Labour Relations in the Motor Industry; a Study of Industrial Unrest and an International Comparison,* by H. A. Turner, Garfield Clacrk and Geoffrey Roberts. London, Allen & Unwin, 1967.

The authors examine the frequency of industrial disputes in the British automobile industry, and, in the course of the study, consider industrial relations and working conditions in this industry. One chapter of the book deals with industrial relations in the motor industry in the U.S., Germany, France, Italy, Sweden and Japan.

Labour Laws and Legislation

24. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *The New Wage and Hour Law,* by the Editorial Staff of Labor Relations Reporter under the direction of Howard J. Anderson. Rev. ed. Washington, 1967. Pp. 166, 218, 7.

Appendix (p. 1-218, 2d group): Text of Fair Labor Standards Act as amended in 1966. Text of House managers' statement. Text of House Labor Committee's report. Text of Senate Labor Committee's report. Excerpts from Congressional debate.

25. NEMETZ, NATHANIEL THEODORE. *Report on Swedish Labour Laws and Practices, by the Hon. Mr. Justice Nathaniel Theodore Nemetz [to the Minister of Labour British Columbia, the Hon. L. R. Peterson.* Victoria, Queen's Printer] 1968. Pp. 15.

Mr. Justice Nemetz was appointed by the Minister of Labour of British Columbia, the Hon. L. R. Peterson, to study and report upon Swedish labour laws and practices to see if the knowledge learned could be applied to the industrial relations situation in British Columbia. Recommendations are made concerning the settlement of industrial disputes.

26. ROMAN, PAUL DAVID. *An Analysis of the Effectiveness of the Reporting and Disclosure Provisions of Sections 202 and 203 of the Labor-Management Reporting and Disclosure Act of 1959.* Ann Arbor, Mich., University Microfilms, 1966. Pp. 259.

Thesis (Ph.D.)—St. Louis University, 1967. "This is an authorized facsimile . . . produced by microfilm-xerography . . . 1967 . . . ." "The particular concern of this dissertation is the approach taken by the LMRDA in dealing with racketeering, corruption and conflict of interest situations in the labour-management area. Sections 202 and 203 of the LMRDA require union officers, employers and labour relations consultants to report certain specified transactions and agreements."

Labour Supply

27. CASSELL, FRANK H. *Corporate Manpower Planning.* Minneapolis, University of Minnesota, Industrial Relations Center, 1968. Pp. 13.

28. [SYMPOSIUM ON THE LABOUR MARKET AND INFLATION, INTERNATIONAL INSTITUTE FOR LABOUR STUDIES, GENEVA, 1966]. *The Labour Market and Inflation; the Proceedings of a Symposium held at the International Institute for Labour Studies in Geneva, 24-26, October 1966, under the chairmanship of Pierre Massé.* Edited by

Anthony D. Smith; with a preface by R. W. Cox. London, Macmillan; New York, St. Martin's Press, 1968. Pp. xx, 246, [1].

This volume consists of an introduction by Anthony D. Smith, ten papers presented at the Symposium, a closing statement by Pierre Massé, and an analysis of the proceedings by Anthony D. Smith. The Symposium was concerned with two major questions: "First, given that a wage policy normally involves a degree of centralisation in the sense that general criteria are established for sectional wage adjustments, can measures be taken in return for which unions might accept some restraint in the wage claims they put forward in the formal, centralised, wage bargaining negotiations? Secondly, how can existing decentralised methods of wage determination be less inflation-prone?"

29. U.S. BUREAU OF EMPLOYMENT SECURITY. *Historical Statistics of Employment Security Activities, 1938-1966.* Washington, GPO, 1968. Pp. 144.

30. WERNER, ROBERT EDWIN. *Some Institutional Aspects of the Labour Market in a Depressed Area.* Ann Arbor Mich., University Microfilms, 1967. Pp. 180.

Thesis (Ph.D.)—University of Wisconsin, 1967. "This 'O-P Book' is an authorized facsimile produced by microfilm-xerography in 1967 . . . ." This study examines the labour market in the Wilkes-Barre/Hazelton, Pennsylvania area between the years 1940 and 1965.

Labouring Classes

31. CZARNECKI, EDGAR RALPH. *Factors affecting the Growth of American Labour Unions.* Ann Arbor, Mich., University Microfilms, 1967. Pp. 321.

Thesis (Ph.D.)—Georgetown University, 1967. "This is an authorized facsimile . . . produced by microfilm-xerography in 1967 . . . ." The author was employed as an Assistant Director of Research and Education for a large International Union for over eight years. He appraises the present state of American unionism, and in doing so reviews and criticizes the available statistical information on union membership.

32. [INTERNATIONAL CONFERENCE ON ADJUSTMENT OF WORKERS TO TECHNICAL CHANGE AT PLANT LEVEL, AMSTERDAM, 1966]. *Adjustment of Workers to Technological Change at Plant Level; International Conference, Amsterdam, 15th-18th November 1966; Final Report.* Paris, OECD, Manpower and Social Affairs Directorate, Social Affairs Division, 1968. Pp. 128, [1].

At head of title: International seminars, 1966-5. *Supplement to Final Report* Paris, OECD, 1968. Pp. 591.

The final report on the conference contains excerpts from an introductory speech by Professor Fred L. Polak of the Netherlands, a summary of the discussions by D. I. Caddick, and a paper by Solomon Barkin, "*Personnel and industrial relations programmes: part of an integrated national active manpower policy.*" The supplement contains papers prepared for the conference by rapporteurs, selections from the discussions, and a summary of each of the sessions.

33. NEW BRUNSWICK. DEPARTMENT OF LABOUR. *A Second Look at the Drop-out Problem in Apprenticeship Training.* Fredericton, 1968. Pp. 75.

This is a follow-up to "*Some dimensions of the drop-out problem in apprenticeship training,*" published by the Department in March 1967 as its Study no. 1. Both the present study and the earlier one were written by Ronald W. Johnson. The purpose of this study, based on interviews with 20 men who had cancelled their apprenticeship, was to find out the reasons for their dropping out of the trade training. There is a summary of the results of the interviews as well as summaries of interviews with 20 men who had not completed their apprenticeship and with 20 men who had completed their training.

Women

34. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *Equal Pay; Some Aspects of Australian and Overseas Practice.* 3rd ed. Melbourne, 1968. Pp. 125.

35. GREAT BRITAIN. COMMITTEE ON STATUTORY MAINTENANCE LIMITS. *Report.* London, HMSO, 1968. Pp. x, 138, [1].

At head of title: Home Office. Miss Jean Graham Hall, chairman. The Committee's terms of reference were "To examine the financial limits prescribed by statute for orders which may be made in magistrates' courts for the maintenance of wives and children, to consider the appropriate machinery for adjusting such limits to changing circumstances, and to make recommendations."

Miscellaneous

36. CANADA. PARLIAMENT. SENATE. *Report pursuant to Resolution of the Senate to the Honourable the Speaker by the Parliamentary Counsel relating to the Enactment of the British North America Act, 1867, any Lack of Consonance between its terms and Judicial Construction of them and Cognate Matters.* Ottawa, Queen's Printer, 1961. 1 vol. (various pagings).

At head of title: The Senate of Canada, session of 1939. William F. O'Connor, Parliamentary counsel of the Senate. First published in 1939. For contents of Annexes to the report see p. 3-6.

37. McDOUGALL, JOHN LORNE. *Canadian Pacific, a Brief History.* Montreal McGill University Press, 1968. Pp. 200.

The author, Professor in the School of Business of Queen's University from 1932 to 1966, has written about the CPR and about its subsidiary companies and the part the CPR has played in the development of this country.

38. NEW BRUNSWICK. HUMAN RIGHTS COMMISSION. *A Study of the Socially Disadvantaged.* Fredericton [1968 ?]. Pp. [17].

An analysis of the results of a study wherein forty New Brunswick university students were asked to assess 18 categories of social disadvantage among segments of the New Brunswick population.

39. NICHOLLS, WILLIAM M. *Views on Rural Development in Canada; a study of the Views of the Member Organizations of the Canadian Council on Rural Development.* Ottawa, Queen's Printer, 1968. Pp. 132.

40. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Industrial Research Associations in the United Kingdom.* Paris, 1967. Pp. 219.

STATISTICS SECTION

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*	September 21	7,971	− 3.8	+ 3.1
Employed	September 21	7,709	− 3.2	+ 2.6
Agriculture	September 21	605	− 7.4	− 4.7
Non-agriculture	September 21	7,104	− 2.9	+ 3.3
Paid workers	September 21	6,631	− 3.2	+ 4.1
At work 35 hours or more	September 21	6,327	+ 4.3	+ 1.3
At work less than 35 hours	September 21	1,077	+16.9	+14.5
Employed but not at work	September 21	305	−68.9	− 6.5
Unemployed	September 21	262	−17.9	+19.6
Atlantic	September 21	28	−20.0	+16.7
Quebec	September 21	99	−20.2	+17.9
Ontario	September 21	73	−18.0	+14.1
Prairie	September 21	26	−16.1	+30.0
Pacific	September 21	36	−10.0	+33.3
Without work and seeking work	September 21	249	−17.0	+20.9
On temporary layoff up to 30 days	September 21	13	−31.6	0.0
INDUSTRIAL EMPLOYMENT (1961 = 100)	June	124.5	+ 1.5	− 0.6
Manufacturing employment (1961 = 100)	June	123.2	+ 1.0	− 1.2
IMMIGRATION	1st 6 months	85,339	—	−21.7
Destined to the labour force	1st 6 months	44,907	—	−25.3
STRIKES AND LOCKOUTS				
Strikes and lockouts	September	124	−15.1	+34.8
No. of workers involved	September	30,063	−49.9	−12.3
Duration in man-days	September	346,140	−45.5	−23.0
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	June	$109.89	+ 0.5	+ 6.7
Average hourly earnings (mfg.)	June	$ 2.57	0.0	+ 7.5
Average hours worked per week (mfg.)	June	40.4	− 0.5	− 0.5
Average weekly wages (mfg.)	June	$103.78	− 0.6	+ 6.8
Consumer price index (1949 = 100)	September	156.4	+ 0.3	+ 3.8
Index numbers of weekly wages in 1961 dollars (1961 = 100)	June	115.7	− 1.2	+ 3.1
Total labour income (thousands of dollars)	June	2,972	+ 2.2	+ 7.2
INDUSTRIAL PRODUCTION				
Total (average 1961 = 100)	July	148.0	−10.6	+ 4.8
Manufacturing	July	147.3	−12.2	+ 3.7
Durables	July	161.4	−13.8	+ 4.9
Non-durables	July	135.8	−10.5	+ 2.7
NEW RESIDENTIAL CONSTRUCTION†				
Starts	August	14,471	− 5.6	+ 8.5
Completions	August	12,438	+12.5	+15.9
Under construction	August	97,270	+ 2.0	+19.1

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau o Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

A—Labour Force

TABLE A-1—Regional Distribution, Week Ended September 21, 1968

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	7,971	658	2,250	2,932	1,337	794
Men	5,440	456	1,559	1,968	916	541
Women	2,531	202	691	964	421	253
14-19 years	764	74	220	250	145	75
20-24 years	1,175	119	380	385	191	100
25-44 years	3,399	247	979	1,287	534	352
45-64 years	2,404	200	613	920	423	248
65 years and over	229	18	58	90	44	19
EMPLOYED	7,709	630	2,151	2,859	1,311	758
Men	5,258	433	1,482	1,923	901	519
Women	2,451	197	669	936	410	239
Agriculture	605	35	139	160	244	27
Non-agriculture	7,104	595	2,012	2,699	1,067	731
Paid workers	6,631	549	1,871	2,529	1,006	676
Men	4,398	370	1,268	1,669	638	453
Women	2,233	179	603	860	368	223
UNEMPLOYED	262	28	99	73	26	36
Men	182	23	77	45	15	22
Women	80	*	22	28	11	14
PERSONS NOT IN LABOUR FORCE	6,378	682	1,877	2,183	996	640
Men	1,673	208	477	556	261	171
Women	4,705	474	1,400	1,627	735	469

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended September 21, 1968

	Total	14-19 Years All Persons	20-64 years Men Married	20-64 years Men Other	20-64 years Women Married	20-64 years Women Other	65 Years and Over All Persons
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	14,349	2,379	4,092	1,110	4,180	1,078	1,510
LABOUR FORCE	7,971	764	3,936	903	1,384	755	229
Employed	7,709	699	3,849	851	1,355	733	222
Unemployed	262	65	87	52	29	22	**
NOT IN LABOUR FORCE	6,378	1,615	156	207	2,796	323	1,281
PARTICIPATION RATE†							
1968—Sept. 21	55.6	32.1	96.2	81.4	33.1	70.0	15.2
Aug. 24	57.9	46.3	96.5	88.4	31.0	70.0	14.9
UNEMPLOYMENT RATE‡							
1968—Sept. 21	3.3	8.5	2.2	5.8	2.1	2.9	**
Aug. 24	3.9	8.1	2.6	6.6	2.2	3.6	**

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
**Less than 10,000 unemployed.
SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended September 21, 1968

	Sept. 1968	Aug. 1968	Sept. 1967
	(in thousands)		
TOTAL UNEMPLOYED	262	319	219
On temporary layoff up to 30 days	13	19	13
Without work and seeking work	249	300	206
SEEKING			
Full-time work	234	275	194
Part-time work	15	25	12
Under 1 month	83	82	76
1-3 months	91	131	73
4-6 months	38	38	29
More than 6 months	37	49	28

SOURCE: Labour Force Survey, DBS.

B—Labour Income

TABLE B-1—Estimates of Labour Income, by Industry

This table was not received from the Dominion Bureau of Statistics in time for inclusion in this issue. It will reappear in January

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at June 1968, employers in the principal non-agricultural industries reported a total employment of 3,667,635. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less then 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite‡*			*Manufacturing*		
	Index Numbers (1961 = 100)			*Index Numbers (1961 = 100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
AVERAGES						
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1967†	122.6	131.4	102.79	123.2	130.6	106.53
1967—June	125.3	131.6	102.96	124.7	130.7	106.60
July	125.8	132.1	103.35	124.3	130.1	106.12
August	127.0	132.5	103.66	126.7	130.9	106.73
September	125.9	133.9	104.77	125.5	133.0	108.45
October	124.8	134.3	105.10	123.3	134.1	109.32
November	124.3	134.5	105.26	123.2	134.5	109.71
December	120.5	131.1	102.49	119.8	132.1	107.83
1968—January	118.6	135.6	106.10	119.8	135.3	110.30
February	117.1	137.0	107.17	117.8	136.5	111.31
March	118.0	137.5	107.57	119.4	136.7	111.48
April	119.3	139.3	108.97	120.2	140.2	114.33
May*	122.7	139.8	109.39	122.0	140.2	114.35
June†	124.5	140.7	110.07	123.2	139.8	114.03

*Revised. †Preliminary.

‡Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	June 1968	May 1968	June 1967	June 1968	May 1968	June 1967
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	121.4	116.2	120.6	90.02	89.50	84.56
Newfoundland	128.0	117.9	124.8	98.85	98.70	90.38
Prince Edward Island	139.2	132.9	135.3	72.31	72.48	71.20
Nova Scotia	116.8	113.5	116.4	88.19	87.89	82.55
New Brunswick	121.2	116.7	121.7	88.02	87.19	84.43
Quebec	120.0	118.1	122.3	107.63	107.93	101.16
Ontario	126.6	125.9	126.7	113.23	112.85	106.07
Prairie Region	124.9	122.2	124.9	105.12	102.94	96.99
Manitoba	117.5	115.3	118.4	100.97	99.31	92.38
Saskatchewan	124.7	122.2	124.1	104.78	101.83	97.01
Alberta	131.3	128.0	130.7	108.40	106.16	100.53
British Columbia	130.8	128.6	132.6	121.63	120.20	115.35
CANADA	124.5	122.7	125.3	109.89	109.39	102.96
URBAN AREAS						
St. John's	136.8	137.3	140.7	88.28	87.02	80.58
Halifax	115.6	114.1	114.5	92.19	91.58	84.29
Sydney	101.9	101.9	98.7	94.65	94.06	95.74
Moncton	119.9	118.2	119.0	87.20	86.08	82.83
Saint John	107.0	107.6	111.7	90.32	87.38	85.41
Chicoutimi	108.6	106.1	114.2	128.74	124.13	123.06
Montreal	122.3	121.8	124.6	109.13	110.34	102.28
Quebec	114.8	113.4	118.7	94.43	94.08	86.93
Shawinigan	101.2	99.6	104.8	109.02	110.87	108.30
Sherbrooke	112.6	116.1	120.2	94.91	92.75	85.78
Trois-Rivières	114.4	112.6	119.8	99.89	96.47	95.89
Ottawa-Hull	129.2	127.8	125.7	102.91	100.12	96.13
Belleville	116.7	114.4	119.2	95.56	97.42	89.17
Brampton	267.0	265.8	247.6	109.84	111.49	104.03
Brantford	115.8	114.5	135.2	100.29	99.49	99.41
Fort William-Port Arthur	123.1	120.2	133.0	106.01	102.63	104.14
Guelph	138.1	139.7	139.0	105.46	102.48	96.50
Hamilton	118.9	120.5	119.8	116.08	115.52	109.67
Kingston	126.1	124.3	122.8	105.76	109.49	101.55
Kitchener	143.7	144.9	143.4	101.19	100.86	93.95
London	120.0	119.6	126.9	104.24	103.35	98.25
Niagara Falls	106.8	104.6	119.7	102.91	102.79	98.22
Oshawa	132.4	139.6	137.4	131.84	141.74	121.53
Peterborough	131.8	131.4	138.9	113.93	113.41	109.98
Sarnia	142.4	141.1	136.9	140.50	142.69	138.58
Sault Ste. Marie	120.9	118.7	124.9	123.28	121.36	118.96
Sudbury	116.6	114.8	112.2	130.61	128.56	118.17
St. Catharines	127.1	142.9	142.9	119.13	123.25	112.32
Timmins	78.0	76.8	87.1	101.48	99.26	93.74
Toronto	128.5	127.6	126.8	113.81	112.89	106.80
Welland	109.8	111.0	116.2	128.96	126.01	120.58
Windsor	150.5	148.2	150.1	129.76	134.98	116.27
Winnipeg	118.7	117.1	119.4	93.71	92.23	87.53
Regina	123.5	122.5	123.7	97.59	94.63	93.88
Saskatoon	149.1	146.7	144.2	99.06	92.66	91.29
Calgary	140.0	137.9	137.9	108.03	105.64	101.42
Edmonton	138.5	135.0	134.7	103.30	101.02	94.70
Vancouver	130.6	128.6	130.7	116.65	115.29	109.97
Victoria	123.5	122.7	126.5	105.54	103.53	98.58

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing		Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Administration††	Total Specified Industries
			Non-durables	Durables					Non-commercial Sector‡	Commercial Sector**		
						(in thousands)						
CANADA												
May 1968*	65.9	121.0	846.6	785.6	379.8	644.2	974.0	277.3	832.7	609.5	274.2	5,811.0
April 1968†	43.7	117.5	814.8	773.4	334.9	638.5	952.2	270.6	827.5	592.8	264.0	5,630.0
May 1967	63.5	118.1	826.1	795.3	367.8	657.8	923.1	258.3	766.0	582.2	265.2	5,623.4
NEWFOUNDLAND												
May 1968*	1.3	5.9	9.9	2.1	8.2	14.8	15.6	1.9	16.5	7.6	6.7	90.4
April 1968†	1.6	5.7	9.3	2.0	7.9	14.8	15.5	1.8	16.6	6.4	6.5	88.1
May 1967	1.1	5.8	10.2	1.9	8.4	14.5	15.6	1.7	15.0	6.2	6.4	86.8
PRINCE EDWARD ISLAND												
May 1968*	—	—	2.2	0.5	1.7	3.1	4.2	0.6	4.0	1.7	1.9	20.0
April 1968†	0.1	0.1	1.6	0.4	1.3	2.6	3.7	0.6	3.9	1.6	1.9	17.8
May 1967	0.1	0.1	2.1	2.1	1.5	2.7	3.7	0.6	3.8	1.9	1.9	18.8
NOVA SCOTIA												
May 1968*	2.5	6.8	18.4	15.3	13.3	22.3	32.0	6.4	27.5	13.8	17.0	175.3
April 1968†	2.0	6.8	17.9	14.9	11.6	20.8	28.6	6.3	27.5	12.5	16.1	165.0
May 1967	1.9	7.4	17.3	15.5	12.9	22.2	27.6	6.3	26.0	12.6	16.4	166.1
NEW BRUNSWICK												
May 1968*	7.0	2.6	18.4	11.5	9.2	20.6	24.0	4.3	23.2	9.7	8.7	139.3
April 1968†	3.4	2.5	15.5	11.8	8.3	21.6	23.0	4.4	22.9	10.4	8.5	132.3
May 1967	5.6	2.6	17.7	9.6	9.7	21.6	22.2	4.2	21.4	10.3	8.4	133.2
QUEBEC												
May 1968*	22.5	26.0	318.7	195.0	90.9	175.1	243.0	78.1	241.1	155.4	54.9	1,600.6
April 1968 †	7.2	25.5	305.5	189.4	73.6	173.9	236.9	74.6	239.8	156.5	53.3	1,536.1
May 1967	22.1	26.9	311.0	191.6	90.6	178.6	238.2	73.8	220.0	160.3	53.9	1,567.0
ONTARIO												
May 1968*	10.5	36.1	363.6	441.4	148.5	208.1	378.0	120.4	304.7	250.5	120.3	2,381.8
April 1968†	8.3	35.1	355.2	437.8	134.5	211.3	379.9	119.6	303.0	237.9	115.0	2,337.5
May 1967	11.2	34.7	355.3	450.1	141.7	215.7	363.3	111.6	277.6	228.3	113.3	2,302.8
MANITOBA												
May 1968*	1.0	6.4	27.5	20.2	16.2	45.0	54.1	13.0	37.9	28.3	13.5	263.0
April 1968†	1.0	6.3	26.3	19.3	15.3	44.2	51.9	12.6	37.3	28.8	13.5	256.5
May 1967	1.4	5.9	27.1	19.8	15.2	47.2	50.8	12.0	36.4	27.9	13.3	257.1
SASKATCHEWAN												
May 1968*	0.5	5.2	9.7	5.8	16.8	26.8	40.5	7.9	36.9	20.2	11.4	181.8
April 1968†	0.5	4.9	9.8	5.6	13.7	24.9	38.6	8.2	36.7	18.5	11.9	173.2
May 1967	0.1	5.2	9.8	5.6	15.6	27.4	36.5	8.0	36.2	17.2	12.5	174.3
ALBERTA												
May 1968*	1.7	19.3	27.0	22.7	36.9	50.3	80.7	17.6	67.1	51.2	21.1	395.6
April 1968†	1.5	18.2	25.9	24.6	34.7	47.2	78.2	16.3	66.8	49.4	21.0	383.7
May 1967	2.0	17.8	26.3	26.5	33.5	50.0	73.5	15.7	61.3	47.6	20.8	375.0
BRITISH COLUMBIA												
May 1968*	19.0	10.3	51.1	71.1	37.4	76.5	101.3	27.2	72.8	69.6	16.6	552.9
April 1968†	18.3	10.1	47.9	67.6	33.7	76.1	95.4	26.2	73.1	69.9	16.4	534.7
May 1967	17.9	9.8	49.3	74.1	38.4	76.6	91.4	24.4	66.9	69.0	16.0	533.8

†Revised. *Preliminary. ‡Refers to employment in hospitals and education and related services. Welfare and religious organizations are excluded at present.

**Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.

††Excludes municipal government employees and provincial employees in British Columbia.

NOTE: Estimates may not add to totals due to rounding. Yukon and NWT included in Canada total only.

BASIS: 1960 Standard Industrial Classification.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

TABLE C-3

	Forestry	Mines, Quarries and Oil Wells	Manufacturing: Non-durables	Manufacturing: Durables	Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services: Non commercial Sector‡	Community, Business and Personal Services: Commercial Sector**	Public Administration††	Total Specified Industries
						(in thousands)						
CANADA												
June 1968†	77.6	123.9	861.7	789.6	396.0	651.2	985.5	280.2	835.7	630.2	280.2	5,911.8
May 1968†	66.2	120.9	846.9	784.5	381.5	646.6	975.1	278.3	832.7	612.5	274.2	5,819.4
June 1967	80.1	122.3	848.5	797.0	390.0	676.1	945.4	261.7	766.1	612.2	270.0	5,769.4
NEWFOUNDLAND												
June 1968†	2.2	5.8	11.6	2.1	9.2	16.1	16.2	1.9	16.4	8.1	6.9	96.4
May 1968†	1.3	5.8	10.0	2.1	8.3	14.8	15.6	1.9	16.5	7.6	6.7	90.6
June 1967	2.3	6.0	11.4	2.3	9.9	15.2	16.4	1.8	15.0	6.7	6.6	93.6
PRINCE EDWARD ISLAND												
June 1968†	0.2	—	2.4	0.5	2.2	2.9	4.0	0.6	4.1	2.1	2.0	21.0
May 1968†	—	—	2.2	0.5	1.8	3.1	4.2	0.6	4.0	1.7	1.9	20.0
June 1967	0.1	0.1	2.4	0.5	2.0	2.9	3.8	0.6	3.8	2.4	2.0	20.6
NOVA SCOTIA												
June 1968†	2.5	7.1	19.1	15.3	14.5	22.4	32.0	6.4	27.6	15.4	17.2	179.4
May 1968†	2.5	6.8	18.5	14.9	13.5	21.9	32.2	6.4	27.5	13.8	17.0	175.0
June 1967	2.7	7.3	18.1	15.4	14.9	22.7	28.6	6.4	26.4	14.1	17.1	173.6
NEW BRUNSWICK												
June 1968†	8.5	2.7	19.0	12.2	9.6	21.0	24.8	4.4	23.1	10.3	7.0	142.6
May 1968†	7.0	2.6	18.5	11.6	9.3	20.7	24.0	4.4	23.2	9.7	8.7	139.6
June 1967	8.7	3.0	18.9	10.1	11.2	22.6	23.0	4.2	21.8	11.2	8.7	143.4
QUEBEC												
June 1968†	28.8	26.7	323.8	197.0	89.0	176.3	247.3	79.0	242.8	161.2	55.6	1,627.5
May 1968†	22.5	26.0	318.8	193.9	91.1	177.1	244.1	78.4	241.1	157.7	54.9	1,605.6
June 1967	28.7	27.5	317.8	190.8	92.7	183.4	241.8	74.2	219.4	168.1	51.4	1,595.7
ONTARIO												
June 1968†	12.7	36.8	366.1	440.3	158.3	207.8	383.0	121.3	305.0	256.0	125.0	2,412.3
May 1968†	10.5	36.0	363.5	441.4	148.8	208.1	377.8	120.4	304.7	251.2	120.3	2,382.7
June 1967	13.3	35.9	364.2	450.2	145.0	220.4	373.1	113.9	276.4	239.7	116.9	2,349.0
MANITOBA												
June 1968†	1.1	6.8	28.2	20.5	17.8	46.2	54.0	13.0	38.4	28.9	14.6	269.5
May 1968†	1.1	6.6	27.5	20.2	16.3	45.5	53.8	13.0	37.9	28.3	13.5	263.6
June 1967	1.5	6.1	27.7	20.4	17.5	49.0	51.5	12.0	36.8	29.2	13.7	265.5
SASKATCHEWAN												
June 1968†	0.5	5.3	10.2	5.9	17.5	28.0	40.4	8.1	37.5	20.4	11.6	185.3
May 1968†	0.5	5.2	9.2	5.9	16.9	26.8	40.5	7.9	36.9	20.2	11.4	181.9
June 1967	0.2	5.5	10.0	6.0	17.3	28.3	37.7	8.3	36.7	18.1	13.7	181.0
ALBERTA												
June 1968†	1.5	19.7	27.4	23.2	39.7	51.1	80.9	17.8	67.7	54.6	21.4	404.9
May 1968†	1.7	19.2	27.0	22.8	37.0	50.4	80.7	17.7	67.1	51.2	21.1	396.0
June 1967	3.3	19.1	26.4	25.9	39.0	51.5	76.1	15.8	61.6	50.1	21.2	390.0
BRITISH COLUMBIA												
June 1968†	19.7	10.6	53.7	72.7	37.7	77.6	102.6	27.7	71.7	72.5	16.7	563.1
May 1968†	19.0	10.2	51.1	71.1	37.6	76.6	101.6	27.6	72.8	69.7	16.6	553.9
June 1967	19.3	9.8	51.7	75.4	40.1	78.6	93.0	24.5	66.7	71.6	16.4	547.0

†Preliminary. ‡Refers to employment in hospitals and education and related services. Welfare and religious organizations are excluded at present

**Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (exce domestic service) and miscellaneous services.

††Excludes municipal government employees and provincial employees in British Columbia.

NOTE: Estimates may not add to totals due to rounding. Yukon and NWT included in Canada total only.

BASIS: 1960 Standard Industrial Classification.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries*		
	June 1968	May 1968	June 1967	June 1968	May 1968	June 1967
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	113.5	111.0	112.5	137.99	137.74	128.92
Metals	107.1	105.9	108.3	139.09	138.48	129.57
Mineral fuels	105.4	103.2	105.4	143.80	144.65	135.11
Non-metals except fuels	131.6	126.7	121.4	125.17	127.63	117.48
Quarries and sand pits	117.4	113.0	127.8	118.72	118.60	111.76
Services incidental to mining	150.3	143.1	140.0	144.38	140.86	134.42
MANUFACTURING	123.2	122.0	124.7	114.03	114.35	106.60
Durable goods	132.3	131.9	134.4	123.02	123.61	114.28
Non-durable goods	115.9	114.0	116.8	105.74	105.70	99.49
Food and beverages	113.4	109.7	115.3	100.45	100.54	94.81
Foods	113.9	109.2	114.5	97.62	97.73	91.34
Beverages	110.2	113.2	120.1	118.86	117.64	115.39
Tobacco processing and products	93.6	91.7	96.5	125.39	121.82	113.46
Rubber products	114.7	113.0	122.4	111.17	112.22	108.42
Leather products	100.6	99.1	99.8	75.04	75.23	70.31
Textile products	117.3	116.6	119.0	94.99	96.03	86.78
Knitting mills	113.8	111.3	112.5	71.35	71.93	66.84
Clothing	109.8	108.7	111.4	69.19	69.64	64.33
Wood products	110.3	108.0	112.7	103.30	102.83	95.45
Furniture and fixtures	127.7	124.5	127.7	92.43	92.31	87.41
Paper and allied industries	121.6	119.6	122.0	132.63	130.58	125.26
Printing, publishing and allied industries	115.8	114.6	115.1	119.75	119.56	113.53
Primary metal industries	126.7	124.8	127.4	137.10	136.32	128.72
Metal fabricating industries	131.0	130.1	135.3	120.20	119.33	111.69
Machinery, except electrical	133.4	136.0	150.8	127.87	126.27	119.46
Transportation equipment	150.7	153.4	156.6	135.02	140.54	123.79
Electrical products	142.7	142.5	131.6	117.38	116.45	107.63
Non-metallic mineral products	120.2	118.4	122.5	121.18	120.40	113.90
Petroleum and coal products	107.2	106.5	106.1	167.48	169.89	154.98
Chemicals and chemical products	120.4	120.2	121.7	128.02	128.22	121.84
Miscellaneous manufacturing industries	137.2	136.1	133.7	98.46	98.44	92.41
CONSTRUCTION	127.7	123.1	128.0	137.38	136.49	132.25
Building	131.2	128.4	130.6	134.27	133.86	127.71
Engineering	121.6	113.8	123.3	143.19	141.64	140.62
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	110.6	109.6	115.3	122.09	121.17	112.59
Transportation	106.3	104.9	113.2	120.90	119.82	113.09
Storage	113.9	111.9	120.2	107.39	105.61	97.86
Communication	118.4	118.7	119.6	117.23	116.75	106.61
TRADE	129.0	127.7	126.1	87.23	86.39	82.14
Wholesale trade	123.2	121.6	123.2	108.57	107.80	101.39
Retail trade	132.1	131.0	127.7	76.19	75.35	71.80
FINANCE, INSURANCE AND REAL ESTATE	131.4	130.8	126.4	106.30	106.07	99.81
Financial institutions	133.7	133.0	129.0	103.80	103.67	95.56
Insurance and real estate	128.4	127.7	122.9	109.81	109.44	105.81
SERVICE	160.0	157.3	160.7	79.82	78.76	75.23
Recreational services	152.8	149.3	148.3	69.39	67.44	66.37
Business services	173.8	174.4	174.0	123.51	120.20	112.88
Personal services	148.3	145.2	148.2	58.21	57.96	55.43
Miscellaneous services	185.9	180.2	193.9	89.07	87.83	86.37
INDUSTRIAL COMPOSITE	124.5	122.7	125.3	109.89	109.39	102.96

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	June 1968	May 1968	June 1967	June 1968	May 1968	June 1967	June 1968	May 1968	June 1967
				$	$	$	$	$	$
MINING, INCLUDING MILLING	42.0	41.9	42.3	3.04	3.03	2.83	127.72	127.24	119.77
Metals	41.5	41.4	41.6	3.17	3.15	2.97	131.43	130.54	123.66
Mineral fuels	41.2	41.7	42.9	2.63	2.67	2.40	108.62	111.02	102.77
Non-metals, except fuels	42.4	43.0	42.7	2.86	2.87	2.63	121.07	123.35	112.22
Quarries and sand pits	48.1	48.8	49.2	2.41	2.38	2.25	115.84	116.20	110.88
Services incidental to mining	42.9	41.4	42.3	3.30	3.28	3.08	141.48	135.76	130.69
MANUFACTURING	40.4	40.6	40.6	2.57	2.57	2.39	103.78	104.42	97.11
Durable goods	40.9	41.3	41.1	2.77	2.78	2.57	113.28	114.78	105.69
Non-durable goods	39.9	39.9	40.1	2.37	2.36	2.21	94.49	94.11	88.77
Food and beverages	40.2	40.1	40.6	2.27	2.26	2.11	91.20	90.56	85.77
Foods	40.1	40.0	40.5	2.22	2.20	2.04	88.97	88.15	82.74
Beverages	41.4	40.8	41.8	2.67	2.68	2.59	110.71	109.25	108.22
Tobacco processing and products	38.8	37.9	37.9	3.01	2.96	2.73	116.79	112.23	103.49
Rubber products	40.1	40.8	40.9	2.47	2.49	2.45	99.24	101.56	100.20
Leather products	39.2	39.4	39.3	1.75	1.75	1.64	68.63	68.85	64.22
Textile products	41.0	41.3	40.9	2.03	2.06	1.86	83.30	84.88	75.99
Miscellaneous textiles	39.6	40.8	39.4	2.14	2.20	1.69	84.95	89.73	66.67
Knitting mills	40.6	40.8	40.2	1.56	1.55	1.48	63.37	63.30	59.47
Clothing	36.5	36.9	36.5	1.71	1.71	1.58	62.52	63.03	57.83
Wood products	40.3	40.1	40.2	2.44	2.44	2.27	98.28	97.81	91.28
Furniture and fixtures	41.2	41.6	42.1	2.04	2.03	1.91	83.99	84.38	80.61
Paper and allied industries	41.6	40.7	41.8	3.01	2.99	2.83	125.14	121.77	118.31
Pulp and Paper mills	42.0	40.8	42.2	3.25	3.24	3.07	136.43	132.10	129.38
Printing, publishing and allied industries	38.4	38.3	38.7	3.06	3.06	2.88	117.27	116.96	111.38
Primary metal industries	40.9	41.0	40.8	3.12	3.12	2.93	127.66	127.67	119.54
Iron and steel mills	40.1	40.7	40.3	3.24	3.26	3.11	130.17	132.61	125.57
Metal fabricating industries	41.1	41.1	41.4	2.74	2.72	2.52	112.78	111.83	104.20
Machinery, except electrical	41.2	40.8	40.8	2.82	2.80	2.70	116.20	114.49	110.00
Transportation equipment	40.6	42.9	41.5	3.08	3.11	2.80	124.93	133.49	116.28
Aircraft and parts	39.0	40.4	42.1	2.92	2.92	2.76	114.17	118.04	116.16
Motor vehicles	41.2	44.1	41.6	3.18	3.22	2.89	130.94	142.04	120.36
Assembling	41.8	45.8	42.8	3.42	3.45	3.10	142.94	157.96	132.75
Parts and accessories	40.7	42.5	40.5	3.01	3.08	2.78	122.25	131.18	112.84
Shipbuilding and repairing	40.1	42.2	40.4	3.15	3.17	2.65	126.29	133.56	107.22
Electrical products	40.3	40.0	39.8	2.50	2.50	2.28	100.99	100.16	90.73
Communications equipment	39.9	39.7	39.2	2.37	2.37	2.15	94.58	93.82	84.08
Non-metallic mineral products	43.3	43.0	43.6	2.66	2.66	2.48	115.07	114.25	108.18
Petroleum and coal products	42.9	44.7	42.4	3.69	3.67	3.37	158.55	164.21	142.73
Chemical and chemical products	40.9	41.0	41.4	2.75	2.75	2.60	112.38	112.93	107.74
Miscellaneous manufacturing industries	40.3	40.5	40.4	2.08	2.07	1.94	84.00	83.90	78.39
CONSTRUCTION	41.3	40.6	42.4	3.27	3.29	3.08	134.79	133.71	130.66
Building	38.7	38.6	39.8	3.40	3.40	3.15	131.42	131.02	125.49
General contractors	39.2	38.9	39.7	3.33	3.32	3.00	130.30	129.21	118.99
Special trade contractors	38.2	38.3	39.9	3.46	3.46	3.29	132.37	132.49	131.04
Engineering	46.1	44.6	47.1	3.06	3.12	2.97	141.07	138.97	140.14
Highways, bridges and streets	48.0	45.7	48.5	2.58	2.62	2.41	124.07	119.51	116.89
Other engineering	44.0	43.5	45.7	3.61	3.63	3.58	158.95	158.23	163.69
OTHER INDUSTRIES									
Urban transit	41.6	42.0	43.0	3.09	3.10	2.87	128.59	130.48	123.36
Highway and bridge maintenance	39.8	38.8	40.3	2.34	2.44	2.25	93.01	94.71	90.84
Laundries, cleaners and pressers	38.6	38.4	39.0	1.51	1.49	1.41	58.19	57.46	55.08
Hotels, restaurants and taverns	33.8	33.4	34.7	1.47	1.49	1.37	49.82	49.64	47.66

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Average					
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.95	123.1	110.2
1967†	40.3	2.40	96.84	130.1	112.4
Last Pay Period in					
1967—June	40.6	2.39	97.13	130.5	112.2
July	40.2	2.40	96.45	129.6	110.9
August	40.5	2.40	97.43	130.9	112.2
September	40.8	2.43	99.20	133.2	114.4
October	40.8	2.45	99.88	134.2	114.8
November	40.7	2.46	100.18	134.6	114.5
December	38.7	2.50	96.78	130.0	110.1
1968—January	40.0	2.49	99.52	133.7	113.1
February	40.4	2.49	100.53	135.0	113.2
March	40.1	2.51	100.63	135.2	113.2
April	40.7	2.56	104.28	140.1	117.4
May*	40.6	2.57	104.42	140.3	117.1
June†	40.4	2.57	103.78	139.4	115.7

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	June 1968	May 1968	June 1967	June 1968	May 1968	June 1967
				$	$	$
Newfoundland	45.2	43.5	42.4	1.87	2.02	1.89
Nova Scotia	40.7	41.4	40.6	2.07	2.04	1.89
New Brunswick	41.3	41.7	41.8	2.07	2.01	1.93
Quebec	40.9	41.1	41.4	2.34	2.32	2.16
Ontario	40.4	40.8	40.6	2.69	2.71	2.51
Manitoba	40.1	39.3	40.2	2.32	2.30	2.14
Saskatchewan	39.7	37.8	40.0	2.72	2.71	2.45
Alberta	40.1	39.2	39.8	2.66	2.64	2.47
British Columbia	38.0	37.7	37.7	3.20	3.20	2.97

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tabl E-1 to E-4 is *The Statistical Report on the Operation of t Unemployment Insurance Act* (DBS Cat. No. 73-001). F further information regarding the nature of the data s Technical Note, page 744.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total*	*Employed*	*Claimants*
1968—June*	5,404,000	5,112,800	291,200
May	4,731,000	4,409,600	321,400
April	4,856,000	4,281,000	575,000
March	4,865,000	4,208,100	656,900
February	4,836,000	4,176,500	659,500
January	4,864,000	4,230,700	633,300
1967—December	4,811,000	4,309,500	501,500
November	4,783,000	4,446,400	336,600
October	4,734,000	4,491,500	242,500
September	4,750,000	4,539,100	210,900
August	4,832,000	4,604,900	227,100
July	4,803,000	4,556,700	246,300
June	4,751,000	4,508,200	242,800

*Effective June 30, 1968, coverage was increased to include salaried workers earning up to $7,800 a year.

TABLE E-4—Benefit Payments, by Province, July 1968

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	15,071	$ 375,115
Prince Edward Island	2,780	64,017
Nova Scotia	27,222	656,606
New Brunswick	19,559	481,430
Quebec	265,848	6,822,707
Ontario	258,151	6,612,840
Manitoba	20,089	478,405
Saskatchewan	10,277	252,568
Alberta	19,464	489,646
British Columbia	100,872	2,624,890
Total, Canada, July 1968	739,333	18,858,224
Total, Canada, June 1968	915,228	23,400,578
Total, Canada, July 1967	719,947	17,743,009

*Represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, July 31, 1968

Province	*Claims Filed at Local Offices*			*Disposal of Claims and Claims Pending at the End of the Month*			
	Total	*Initial*	*Renewal*	*Total Disposal of*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	1,605	1,101	504	1,982	1,080	902	402
Prince Edward Island	481	355	126	467	325	142	128
Nova Scotia	3,715	2,529	1,186	3,762	2,423	1,339	798
New Brunswick	3,111	2,229	882	2,988	1,870	1,118	848
Quebec	36,760	24,439	12,321	39,529	22,468	17,061	10,504
Ontario	56,747	38,643	18,104	53,417	30,909	22,508	16,949
Manitoba	3,352	2,738	614	3,504	1,960	1,544	472
Saskatchewan	1,871	1,437	434	1,831	1,152	679	492
Alberta	4,026	3,045	981	3,631	2,237	1,394	1,251
British Columbia	12,241	8,276	3,965	12,754	8,344	4,410	2,776
Total, Canada, July 1968	123,909*	84,792	39,117	123,865†	72,768	51,097	34,620
Total, Canada, June 1968	92,793	66,245	26,548	89,099	54,427	34,672	34,576
Total, Canada, July 1967	102,099	66,049	36,050	96,465	56,218	40,247	37,080

*In addition, revised claims received numbered 24,863.

†In addition, 25,699 revised claims were disposed of. Of these, 2,672 were special requests not granted and 978 were appeals by claimants. Ther were 4,682 revised claims pending at the end of the month.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at July 31, 1968

Province and sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	June 28 1968	July 31 1967
CANADA	321,035	139,626	77,197	65,885	38,327	291,137	246,262
Male	194,856	93,133	44,767	36,521	20,435	177,098	147,484
Female	126,179	46,493	32,430	29,364	17,892	114,039	98,778
NEWFOUNDLAND	8,054	2,647	2,077	2,109	1,221	8,686	6,031
Male	6,114	2,068	1,571	1,582	893	6,872	4,629
Female	1,940	579	506	527	328	1,814	1,402
PRINCE EDWARD ISLAND	1,242	502	286	295	159	1,179	856
Male	805	354	161	204	86	737	494
Female	437	148	125	91	73	442	362
NOVA SCOTIA	11,322	4,154	2,651	2,498	2,019	10,998	9,497
Male	7,697	3,064	1,837	1,504	1,292	7,455	6,490
Female	3,625	1,090	814	994	727	3,543	3,007
NEW BRUNSWICK	9,221	3,233	2,524	2,009	1,455	9,682	7,742
Male	6,160	2,304	1,615	1,266	975	6,532	4,977
Female	3,061	929	909	743	480	3,150	2,765
QUEBEC	103,032	42,049	26,240	22,800	11,943	99,852	77,611
Male	66,791	29,004	16,180	14,732	6,875	66,679	49,321
Female	36,241	13,045	10,060	8,068	5,068	33,173	28,290
ONTARIO	124,023	60,891	26,932	23,130	13,070	97,926	103,097
Male	70,671	39,356	14,197	10,773	6,345	51,748	59,886
Female	53,352	21,535	12,735	12,357	6,725	46,178	43,211
MANITOBA	10,058	4,259	2,258	2,012	1,529	9,433	5,934
Male	5,447	2,689	1,079	933	746	4,969	2,750
Female	4,611	1,570	1,179	1,079	783	4,464	3,184
SASKATCHEWAN	5,775	2,180	1,217	1,338	1,040	5,686	3,388
Male	3,182	1,363	588	704	527	3,180	1,389
Female	2,593	817	629	634	513	2,506	1,999
ALBERTA	11,635	4,916	2,787	2,534	1,398	10,566	7,150
Male	6,382	2,925	1,332	1,357	768	5,985	3,473
Female	5,253	1,991	1,455	1,177	630	4,581	3,677
BRITISH COLUMBIA	36,673	14,795	10,225	7,160	4,493	37,129	24,956
Male	21,607	10,006	6,207	3,466	1,928	22,941	14,075
Female	15,066	4,789	4,018	3,694	2,565	14,188	10,881

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(*1949 = 100*)				
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1967—Year	149.0	146.4	151.0	132.3	157.2	190.2	166.8	128.3
1967—September	150.7	148.5	152.6	134.7	158.4	191.4	168.7	128.6
October	150.5	147.8	153.1	133.7	157.9	193.2	169.4	128.6
November	151.0	148.0	153.4	134.5	157.9	193.8	170.5	128.7
December	151.8	148.6	153.8	134.7	159.6	193.8	169.7	133.0
1968—January	152.6	150.4	154.7	133.4	160.0	193.6	170.2	136.3
February	152.7	149.8	155.4	134.0	159.2	194.3	171.8	136.4
March	153.2	148.7	156.0	135.6	160.3	194.3	172.5	138.4
April	154.1	149.8	156.6	136.3	160.8	197.0	172.1	140.9
May	154.2	148.9	157.1	135.8	161.0	197.8	174.2	141.1
June	154.7	149.4	157.6	136.4	161.8	197.9	174.2	141.1
July	155.6	151.9	158.3	136.1	161.9	198.8	174.8	141.1
August	156.0	153.6	158.4	135.7	161.8	199.1	175.2	141.1
September	156.4	153.0	159.6	136.4	162.2	199.6	176.8	141.1

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of September, 1968

	All Items									
	Sept. 1968	*Aug. 1968*	*Sept. 1967*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
						(1949 = 100)				
St. John's, Nfld.*	137.1	137.9	130.8	132.5	125.8	135.6	133.7	194.8	162.4	139.9
Halifax	148.3	148.1	142.4	148.4	144.4	145.0	145.5	204.5	195.7	139.9
Saint John	151.3	151.4	145.7	152.4	142.8	147.7	160.7	218.6	182.2	139.4
Montreal	153.3	153.7	149.1	156.7	148.6	127.5	186.2	199.7	181.8	146.5
Ottawa	155.1	155.7	148.3	155.4	149.4	140.7	177.7	207.9	174.5	152.3
Toronto	157.7	157.4	152.2	150.3	159.8	143.9	161.3	195.5	217.8	149.4
Winnipeg	152.7	151.3	147.1	153.8	139.9	151.9	153.0	227.9	170.9	154.1
Saskatoon-Regina	147.1	146.0	140.9	152.2	137.9	149.4	148.1	178.1	176.0	140.5
Edmonton-Calgary	147.9	146.6	142.0	147.9	141.6	146.9	149.5	207.0	171.1	132.1
Vancouver	150.1	149.1	145.1	149.1	150.2	139.7	158.3	186.3	169.1	136.0

*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 67, January issue.

TABLE G-1—Strikes and Lockouts, 1963-68

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
1967	498	522	252,123	3,974,634	0.25
*1967—September	31	92	34,282	449,550	0.36
October	21	70	24,725	326,850	0.25
November	18	70	19,148	251,460	0.18
December	11	55	9,436	151,230	0.13
*1968—January	24	56	19,758	207,390	0.16
February	42	76	49,069	590,840	0.46
March	37	83	41,296	682,180	0.53
April	42	86	41,751	324,790	0.25
May	64	116	30,993	410,710	0.30
June	75	152	46,215	544,310	0.42
July	36	137	62,069	867,810	0.59
August	57	146	59,956	635,340	0.43
September	42	124	30,065	346,140	0.27

*Preliminary.

TABLE G-2—Strikes and Lockouts, September 1968 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Agriculture	1	16	20
Forestry	—	—	—
Mines	6	2,077	15,050
Manufacturing	75	20,198	212,010
Construction	18	1,861	27,990
Transportation and utilities	7	1,814	15,430
Trade	11	3,844	72,260
Finance	—	—	—
Service	3	41	850
Public administration	3	214	2,530
ALL INDUSTRIES	124	30,065	346,140

TABLE G-3—Strikes and Lockouts, September 1968 by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	36	110
Prince Edward Island	—	—	—
Nova Scotia	3	161	3,030
New Brunswick	1	20	30
Quebec	27	8,261	135,560
Ontario	68	17,398	161,220
Manitoba	—	—	—
Saskatchewan	3	330	5,070
Alberta	3	49	980
British Columbia	13	1,385	19,980
Federal	5	2,425	20,160
ALL JURISDICTIONS	124	30,065	346,140

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers September 1968 (Preliminary)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Results*
			September	*Accumulated*		
MINES						
Metal						
Campbell Chibougamau, Mines Ltd., Chibougamau, Que.	Steelworkers Loc. 5186 (AFL-CIO/CLC)	650	650	37,700	June 12 Sept. 3	Wages, overtime, safety measu —Not reported.
Endako Mines, Fraser Lake, B.C.	Steelworkers, Loc. 959 (AFL-CIO/CLC)	355	7,100	15,980	July 27 —	Wages, hours of work—
Rio Algom Mines Ltd.,* Elliot Lake, Ont.	Steelworkers Loc. 5417 (AFL-CIO/CLC)	650	4,550	13,000	Aug. 14 Sept. 11	Wages, pension plan—Settlem terms not reported.
Sherman Mine, Temagami, Ont.	Steelworkers Loc. 6896 (AFL-CIO/CLC)	300	1,000	1,000	Sept. 9 Sept. 13	Protesting overtime, meal allow ce etc.—Return of workers.
MANUFACTURING						
Food and Beverages						
Robin Hood Flour Mills Ltd.,* Port Colborne, Ont.	Packinghouse Workers Loc. 416 (AFL-CIO/CLC)	166	3,320	17,920	Apr. 27 —	Wages, fringe benefits—
David et Frères (1967) Ltée, Montreal, Que.	Commerce and Office Employees (CNTU)	600	12,000	13,200	Aug. 29 —	Wages and benefits—
Cape Breton Co-op. Fisheries, Ltd., Alder Point, N.S.	Retail, Wholesale Employees, Loc. 596 (AFL-CIO/CLC)	115	520	520	Sept. 18 Sept. 24	Overtime wages—Return of workers.
Rubber						
Goodyear Tire and Rubber Co. of Canada Ltd., Toronto and Bowmanville, Ont.	Rubber Workers various locals (AFL-CIO/CLC)	2,400	2,400	221,980	May 3 Sept. 3	Wages, hours—Settlement terr not reported.
Mansfield Denman General, Barrie, Ont.	Rubber Workers Loc. 536, (AFL-CIO/CLC)	330	1,980	1,980	Sept. 23 —	Wages—
Wood						
Simpson Timber Co. Ltd., Hudson Bay, Sask.	Woodworkers Loc. 1184 (AFL-CIO/CLC)	130	2,470	2,470	Sept. 4 —	Wages—
Furniture and Fixtures						
Stancor Central Limited, (Peppler Division) Hanover, Ont.	Woodworkers, Loc. 2-500 (AFL-CIO/CLC)	202	910	910	Sept. 24 —	Wages, fringe benefits—
Paper						
Abitibi Provincial Paper Ltd., Thorold, Ont.	Pulp and Paper Mill Workers, Loc. 290 (AFL-CIO/CLC)	800	2,400	42,400	June 21 Sept. 5	Dissatisfaction over progress negotiations—75¢ per hour wag increase over 3 yrs., improve vacation schedule.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers September 1968 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days: September	Duration in Man-Days: Accumulated	Starting Date — Termination Date	Major Issues — Results
Kimberly Clark of Canada Ltd., St. Catharines, Ont.	Pulp and Paper Mill Workers, Loc. 289 (AFL-CIO/CLC)	211	4,220	15,840	June 23 —	Seniority, management rights—
Domtar Pulp and Kraft Paper Ltd., Windsor and East Angus, Que.	Pulp and Paper Workers' Federation (CNTU)	1,246	27,670	67,540	July 18 —	Wages—
Consolidated-Bathurst Ltée, Port Alfred, Que.	Pulp and Paper Workers' Federation (CNTU)	600	3,000	15,500	Aug. 9 Sept. 8	Inability to agree on one clause in the proposed new contract—18¢ increase in May 1968, 17¢ in May 1969 other benefits.
Ontario-Minnesota Pulp and Paper Co. Ltd., Boise Cascade Subsidiary, Fort Frances, Ont.	Pulp and Paper Mill Workers, Loc. 92 (AFL-CIO/CLC)	450	6,110	7,720	Aug. 25 Sept. 30	"Managerial rights" clause in proposed contract—Wage increase, improved vacation, other benefits.
Abitibi Paper Co. Ltd., Great Lakes Paper Co. Ltd., Ltd., Port Arthur, Thunder Bay, Fort William, Ont.	I.B.E.W. Loc. 1565 (AFL-CIO/CLC)	3,000	18,340	18,340	Sept. 2 Sept. 23	Wages and fringe benefits—35¢ an hr. increase over 2 yrs., plus 9¢ an hr. for tradesmen.
MacMillan, Bloedel and Powell River (Sask.) Ltd., Hudson Bay, Sask.	Woodworkers (AFL-CIO/CLC)	100	1,700	1,700	Sept. 6 —	Wages—
Great Lakes Paper Co., Fort William, Ont.	Pulp and Paper Mill Workers, Loc. 39 (AFL-CIO/CLC)	1,149	6,890	6,890	Sept. 7 Sept. 17	Wages—18¢ per hr. increase 1st yr., 17¢ 2nd yr.
Canadian International Paper Co., Gatineau, Que.	Pulp and Paper Mill Workers (AFL-CIO/CLC)	325	650	650	Sept. 9 Sept. 11	Protest disciplinary action against two workers—not reported.
Tahsis Co. Ltd., Gold River, B.C.	Pulp and Paper Workers, (Ind.)	300	4,200	4,200	Sept. 11 —	Refusal of maintenance men to work overtime—
La Cie Internationale de Papier, Matane, Que.	Papermakers Loc. 160 (AFL-CIO/CLC)	111	1,510	1,510	Sept. 12 —	Parity with other company mills, duration of contract, holidays, hours of work—
Printing and Publishing						
The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	6,980	431,350	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—
Primary Metals						
Crowe Foundry Ltd., Hespeler, Ont.	Moulders Loc. 23 (AFL-CIO/CLC)	110	2,200	13,860	Apr. 2 —	Wages—
Abex Industries of Canada Ltd., Joliette, Que.	Steelworkers, Loc. 4077 (AFL-CIO/CLC)	218	4,360	17,230	June 10 —	Effective date of new agreement—
Welment Industries, Welland, Ont.	Steelworkers, Loc. 5955 (AFL-CIO/CLC)	150	3,000	4,350	Aug. 20 —	Wages—
General Smelting Co. of Canada, Burlington, Ont.	Steelworkers Loc. 6979 (AFL-CIO/CLC)	100	1,700	1,700	Sept. 6 —	Wages—
Lefebvre et Frères, Montreal, Que.	Metal Trades Federation (CNTU)	103	1,190	1,190	Sept. 11 Sept. 27	Wages, hours, fringe benefits—Wage increase.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers September 1968 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days: September	Duration in Man-Days: Accumulated	Starting Date — Termination Date	Major Issues — Results
Metal Fabrication						
Dominion Bridge Co., Vancouver, B.C.	Structural Iron Workers Loc. 712 (AFL-CIO/CLC)	225	4,500	6,530	Aug. 20 —	Union security, wages, fringe benefits—
Machinery						
Delamere and Williams Co. Ltd., Toronto, Ont.	U.E. Loc. 512 (Ind.)	110	2,200	11,330	May 6 —	Wages—
De-Laval Co. Ltd., Peterborough, Ont.	Machinists, Loc. 872 (AFL-CIO/CLC)	237	4,740	13,030	July 13 —	Wages, improved working conditions—
Canadian Blower and Forge Ltd., Kitchener, Ont.	Steelworkers Loc. 3534 (AFL-CIO/CLC)	255	4,850	4,850	Sept. 4 —	Wages, fringe benefits—
International Harvester, Hamilton, Ont.	Steelworkers Loc. 311 (AFL-CIO/CLC)	341	2,050	2,050	Sept. 20 —	Wages, job evaluation—
Hamilton Gear and Machine Company, Toronto, Ont.	Molders Loc. 28 (AFL-CIO/CLC)	139	830	830	Sept. 22 —	Wages, fringe benefits—
Transportation Equipment						
International Harvester Co. of Canada Ltd., Chatham, Ont.	Auto Workers Loc. 127 (AFL-CIO/CLC)	915	920	32,950	July 15 Sept. 4	Wages, other benefits—24¢ an increase on base rate, increase pension, and holidays.
Dominion Forge Co., Windsor, Ont.	Auto Workers, Loc. 195 (AFL-CIO/CLC)	668	13,360	21,380	Aug. 15 —	Wages, working conditions, fringe benefits—
Three Automotive parts Manufacturers, Windsor, Ont.	Auto Workers, Loc. 195 (AFL-CIO/CLC)	489	9,780	14,670	Aug. 18 —	Wages, fringe benefits, working conditions—
Ingersoll Machine and Tool Co., Ingersoll, Ont.	Steelworkers Loc. 2918 (AFL-CIO/CLC)	135	810	810	Sept. 21 —	Wages—
Electrical Products						
Square "D" Co. of Canada Ltd., Toronto, Ont.	U.E. Loc. 505 (Ind.)	350	7,000	21,000	July 8 —	Wages, fringe benefits—
Proctor Silex Ltd., Picton, Ont.	I.U.E. Loc. 585 (AFL-CIO/CLC)	103	2,060	5,460	July 17 —	Wages, hours—
Canadian General Electric Co. Ltd., Guelph, Ont.	U.E. Loc. 541 (Ind.)	100	300	300	Sept. 4 Sept. 10	Work classification—Return workers.
Sangamo Co. Ltd., Guelph, Ont.	I.U.E. Loc. 508 (AFL-CIO/CLC)	315	630	630	Sept. 9 Sept. 11	In sympathy for dismissed employee—Return of workers.
Non-Metallic Mineral Products						
Canada Brick Ltd., Streetsville, Ont.	Glass and Ceramic Workers, Loc. 225 (AFL-CIO/CLC)	128	2,560	2,690	Aug. 31 —	Not reported—
Crane Canada Ltd., Coquitlam, B.C.	Potters Loc. 303 (AFL-CIO/CLC)	121	240	240	Sept. 10 Sept. 12	Wages—50¢ an hr. increase non-incentive workers. 40¢ to i centive workers, 3 wks. holida after 7 yrs.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers September 1968 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *September*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
Miscellaneous Manufacturing						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (AFL-CIO/CLC)	295	5,900	27,640	May 17 —	Wages, union security, grievance procedure—
Torrington Co. Ltd., Bedford, Que.	Auto Workers Loc. 956 (AFL-CIO/CLC)	444	8,880	35,080	June 8 —	Wages, hours, fringe benefits—
CONSTRUCTION						
Eastwood Construction Co. Ltd., Peterborough and Lindsay, Ont.	various unions	100	2,000	8,700	May 29 —	Delayed negotiations in a new contract—
Niagara Construction Association, Niagara Peninsula, Ont.	Carpenters, Loc. 38 (AFL-CIO/CLC)	750	14,250	51,750	June 21 Sept. 30	Locked out because of inability to carry out further work without striking bricklayers—Wage increase, plus 10¢ welfare and vacation pay.
Modern Paving, Saint Lambert, Notre-Dame-du-Bon-Conseil Comté de Lévis, P. Que.	CNTU	110	2,200	7,370	June 26 —	Security of employment—
Several Plumbing Contractors, Various locations, Northwestern, Ontario	Plumbers Loc. 508 (AFL-CIO/CLC)	200	4,000	11,000	July 15 —	Wages, other benefits—
Ellis Don Ltd., London, Ont.	several construction unions	300	150	150	Sept. 3 Sept. 4	Safety conditions on project site— Safety hazards corrected.
Poole Construction Ltd., Noranda Potash Mine, Sask.	Labourers Loc. 890 (AFL-CIO/CLC)	100	900	900	Sept. 9 Sept. 20	Rates and working conditions of contractor to apply to subcontractor—To be submitted to arbitration.
TRANSPORTATION AND UTILITIES						
Transportation						
Chambly Transport Co. Inc., Montreal and Area, Que.	Railway, Transport and General Workers, (CLC)	120	1,540	1,540	Sept. 13 —	Wages—
Boyd's Express,* Lachute, Que.	Teamsters Loc. 106 (Ind.)	250	250	250	Sept. 17 Sept. 18	Dissatisfaction with supervisor— Return of workers.
Quebecair Ltd.,* province-wide, Que.	Machinists Loc. (AFL-CIO/CLC)	217	620	620	Sept. 19 Sept. 23	Wages, shift premiums, other benefits—Wage increase.
Storage						
Lakehead Grain Handlers Association,* Fort William, Port Arthur, Ont.	Railway Clerks, Lodge 650 (AFL-CIO/CLC)	1,142	11,420	47,960	July 18 Sept. 16	Wages—$1.05 an hr. increase in wages over 3 yrs., other issues to be arbitrated.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers September 1968 (Preliminary) (Concluded)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Results*
			September	*Accumulated*		
TRADE						
Quebec Liquor Board, province-wide, Que.	Public Service Employees' Federation (CNTU)	2,980	59,600	203,070	June 25 —	Wages—
Samuel Son & Co. Ltd., Cooksville, Ont.	Steelworkers Loc. 6398 (AFL-CIO/CLC)	175	1,750	8,400	July 10 Sept. 16	Wages—$2.23 per hour new ra
Several Automotive Garages, Rouyn and Noranda, Que.	U.M.W.A. District 50 (Ind.)	150	3,300	3,300	Sept. 5 —	Wages, holidays, seniority—
Dominion Stores Ltd., Toronto, Ontario	Retail, Wholesale Employees Loc. 414 (AFL-CIO/CLC)	366	2,560	2,560	Sept. 6 Sept. 13	Wages—Wage increase.
PUBLIC ADMINISTRATION						
Local Administration						
City of Vernon, Vernon, B.C.	Public Employees Loc. 626 (CLC)	104	520	520	Sept. 24 —	Wages, working conditions—

*Federal Juridisdiction.

Technical Notes to "E" Tables

Under the Unemployment Insurance Act, contact between the claimant and the Unemployment Insurance Commission is achieved by means of a network of local offices. Tables E-2 to E-4 relate to local office operations, though Table E-3 includes data on regional office processing.

Upon separation from employment, a person wishing to file a claim for benefit applies either in person or by mail to the nearest local office of the Commission. The claim will be either an "initial" or a "renewal" depending upon whether or not it is necessary to compute benefit rights. On an initial claim, the claimant's benefit entitlement is calculated, and this will be available for compensation of spells of proved unemployment during a period of one year,* unless used up prior to that time. When a claimant misses two successive scheduled reporting dates and subsequently files a claim, a renewal claim will serve to re-activate the claim, provided that there is still benefit available.

The total of initial and renewal claims (Table E-3) thus approximates the number of recorded separations from employment during a month. However, to the extent that an initial claim is taken from a person who has just exhausted benefit and seeks re-establishment of credits, the total would constitute an overstatement of the new cases of recorded unemployment. Claims in the category "entitled to benefit" include initial claims on which the contribution requirements were fulfilled and no disqualification was imposed, and renewal claims allowed, with no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and in addition, disqualifications imposed on either initial or renewal claims. Claims not completely processed at the end of the month are shown as "pending."

Claimants are required to report every two weeks by mail to the local office. Information on the number of claimants currently reporting to local offices is obtained by a count of individual unemployment registers in the currently active file at the month-end (Table E-2). Once a claim is taken, the document on which the record of activity is maintained (the unemployment register) is placed in the active file, and it becomes dormant only after the scheduled reporting pattern has been broken twice in succession or the claimant finds work. The count of weeks on claim represents the number of weeks of proved unemployment since the most recent separation from employment. When a new unemployment register is prepared, because the previous claim has terminated and a new entitlement has been computed, the number of weeks is calculated from the date of actual separation from employment. Information on the number of weeks on claim is based on examination of a 20-per-cent sample of unemployment registers.

Payment data are provided by Treasury Offices of the Unemployment Insurance Commission and relate to transactions during a month. In some cases, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks.

Estimates of the insured population (Table E-1) are based on an estimate of persons either working in insured employment or on claim at June 1 each year. Monthly estimates of insured employment are projected from the June 1 figure, using employment indexes, for individual industry divisions as published in *Employment and Average Weekly Wages and Salaries* (Employment Section, Labour Division, DBS) (DBS Cat. No. 72-002). The number of claimants recorded at the month-end, as described above, is added to provide the total estimate.

Under the Training Allowances Act—1966 the benefit period of an insured person may be extended if he (or she) is in receipt of a training allowance. The benefit period is extended by the amount of time the person is undergoing training, but in no event can the benefit period extend beyond 156 weeks.